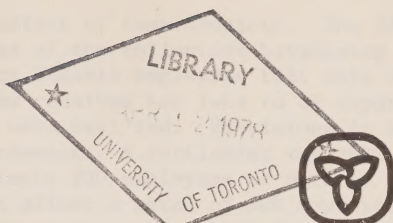


Government
Publications



Digitized by the Internet Archive
in 2022 with funding from
University of Toronto

<https://archive.org/details/31761114687064>

Labour
CanadaTravail
Canada

Ontario

LABOUR CANADA
OTTAWAONTARIO MINISTRY OF LABOUR
TORONTO

3
11

COLLECTIVE BARGAINING SETTLEMENTS *in Ontario,*
AND NEGOTIATIONS IN ONTARIO
January 1978

Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

Foreword

This report consists of four sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in January 1978, and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries - the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

Some of the settlements note that the wage increases are subject to the approval of the Anti-Inflation Board. This note is generally included only when part of an increase is withheld pending the Board's decision. It is not extended to other settlements which may require AIB approval, even if the wage increases appear to exceed the anti-inflation guidelines.

The second section of the report lists rulings made by the Anti-Inflation Board in January 1978 on settlements which were reported previously. The list includes only those rulings which have come to the attention of the Ministry and it may be incomplete. The action taken by the Board is indicated in terms of whether the Board approved or disapproved the settlements.

The third section lists the negotiations underway in January 1978. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The fourth section lists the agreements that are scheduled to expire in February 1978.

This report was prepared jointly by Labour Canada and the Ontario Ministry of Labour. Labour Canada reports on non-construction situations covering 500 or more employees. The Ontario Ministry of Labour reports on non-construction situations covering 200 to 499 employees and on all construction situations covering 200 or more employees.

February 28, 1978

Contents

	Page
Index to Settlements Reported	1
January 1978 Settlements	
Food and Beverage	4
Leather	4
Textile	5
Clothing	6
Furniture and Fixture	7
Printing, Publishing and Allied	7
Primary Metal	9
Metal Fabricating	9
Electrical Products	11
Non-Metallic Mineral Products	13
Chemical and Chemical Products	14
Miscellaneous Manufacturing	15
Transportation	16
Communication	17
Electric Power, Gas and Water Utilities	17
Education and Related Services	20
Health and Welfare Services	25
Amusement and Recreation Services	25
Federal Administration	26
Local Administration	29
Construction	29
Addendum	
May 1977 Settlements	30
September 1977 Settlements	31
November 1977 Settlements	33
December 1977 Settlements	34
Reprint	
July 1977 Settlements	36
Anti-Inflation Board Rulings in January 1978	38
Negotiations in Progress during January 1978	
Covering 200 or More Employees	39
Collective Bargaining Agreements Covering 200 or More Ontario Employees Expiring in February 1978	53

Highlights

Electrical Products Settlement. The first major settlement in the industry's 1978 round of negotiations was concluded in January between the United Electrical Workers (UE) and Canadian General Electric. The union's original bargaining proposals were for a one-year contract, including a substantial wage increase with full cost-of-living protection, improvements in fringe benefits and wage parity for the workers in Trenton. However, the eventual settlement, reached in mediation and covering 5,500 production employees at 13 plants in Ontario, provided for a two-year agreement. The new contract included a three-stage general wage increase totalling 66 cents per hour and a lump sum retroactivity payment, with employees at the Trenton plant receiving special partial parity adjustments effective in the second year. Commencing in the first year, the agreement contained increased weekly indemnity and income extension aid benefits, some pension plan improvements, higher safety shoe allowances and a new dental plan financed by the employer. Further improvements effective in the second year included a new cost-of-living provision with quarterly adjustments based on a .34 escalator factor, reduced service requirements for 4 weeks' vacation, a twelfth paid holiday in the event that Heritage Day is proclaimed a statutory holiday, and wage adjustments of 5-15 cents per hour for skilled tradesmen. In addition, a new long term disability plan replaced the former disability pension plan.

The terms of the U.E. master agreement at Canadian General Electric have usually formed the basis for settlements with the remaining bargaining units in the company. Contracts covering 450 members of the Technical Engineers in Ontario plants expired in December 1977, whilst the contract with the International Union of Electrical Workers, covering 2,500 hourly-paid and salaried employees in Ontario and Quebec, will expire on March 5, 1978. On the basis of past experience, the CGE settlement pattern is also likely to influence the outcome of the 1978 negotiations involving the other major Ontario electrical products manufacturers, whose agreements are scheduled to expire between March and September.

Gas Distribution Settlements. Six separate agreements covering a total of 2,320 operational and clerical employees of the Consumers' Gas Company of Toronto and Union Gas Ltd. of Chatham resulted from three sets of negotiations concluded in direct bargaining during December and January. All of the contracts covered a one-year period.

The first of the new agreements was ratified in December by 660 hourly-rated employees of Consumers' Gas, represented by a newly-formed employees' association named the Independent Gas Workers' Union, which displaced as bargaining agent the International Chemical Workers' Union (ICW) in August, 1977 (see p 780 of the December 1977 issue of this report for details of the settlement). The agreement provided a general wage increase of 52 cents per hour on ratification, plus a lump sum payment of \$240 in lieu of retroactivity to the September 7, 1977 expiry date of the previous

contract. Other improvements included higher shift premiums and a new tool allowance for auto mechanics. The ICW continues to represent 550 clerical employees at Consumers' Gas. In mid-January they ratified a renewal agreement which included an average salary increase of 6 per cent effective February 1, 1978, improved fringe benefits, and new provisions for a paid moving day and a shoe allowance for salesmen.

The remaining four renewal agreements resulted from a settlement negotiated jointly by the Oil, Chemical and Atomic Workers and the Canadian Chemical Workers on behalf of 1,110 operational and clerical employees of Union Gas. Wages and salaries were increased by 6.2 per cent effective January 1, 1978, and other items included minor changes in the pension plan, increased safety shoe allowances, and an improved bereavement leave provision.

Hospital Engineers Settlement. For the second time, the Canadian Union of Operating Engineers (CUOE) concluded a province-wide settlement covering 242 stationary engineers and maintenance workers at 29 Ontario hospitals. The first province-wide settlement occurred in 1976 when an arbitration award established October 15, 1977 as a common contract expiry date and instituted uniform wage rates and working conditions for CUOE members in the hospitals involved. Of the 28 hospitals participating in the 1976 negotiations, four opted out of the recent round of central talks, whilst five other hospitals joined the group for the first time. Previous CUOE agreements with the newly participating hospitals terminated on either October 15 (two), November 30 (two) or December 31, 1977 (one).

The new master settlement, achieved at the conciliation stage and ratified in December 1977, advanced the common expiry date to December 31, 1978 and increased wage rates by 5½ to 8 per cent depending on classification. Subject to AIB approval, wage increases were made retroactive to the expiry dates of the previous agreements. The parties also agreed to a standardized provision governing payment of lost wages to a maximum of five union negotiating committee members attending central negotiations prior to the conciliation stage. Hospitals presently providing greater than this standard entitlement continue to retain their provision unchanged.

Index to Settlements Reported, January 1978

Employer and Location	Union	Page
Air Canada, system-wide	Air Line Flight Attendants (CLC)	16
Anaconda Canada Ltd., New Toronto	Auto Workers (CLC) (plant empls.)	9
Anchor Cap and Closure Corp. of Canada Ltd., Toronto and Plasticap Ltd. & Premier Plastics Ltd., Richmond Hill	Electrical Workers (UE) (CLC)	9
Beardmore, a Div. of Canada Packers Ltd., Halton Hills	Foodworkers (AFL-CIO/CLC)	4
Bruce County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	20
Caldwell Linen Mills Ltd., Iroquois	United Textile Workers (AFL-CIO/ CLC)	33
Canadian Broadcasting Corp., Canada- wide	Broadcast Employees (NABET) (CLC)	17
Canadian Cannery Ltd., Amherstburg and Leamington, Exeter, Hamilton, St. David's, Simcoe and Waterford (reprint)	Foodworkers (AFL-CIO/CLC) (hourly- rated empls.)	36
Canadian Fabricated Products Ltd., Stratford	Auto Workers (CLC) (hourly-rated empls.)	5
Canadian General Electric Co. Ltd., Barrie, Burlington, Guelph, Peter- borough, Toronto and Trenton	Electrical Workers (UE) (CLC) (plant empls.)	11
Canadian Industries Ltd. (York Works), Toronto	Steelworkers (AFL-CIO/CLC)	14
Canadian Pittsburgh Industries Ltd., Owen Sound	Glass and Ceramic Workers (AFL- CIO/CLC)	13
Central Stampings Ltd., Windsor	Auto Workers (CLC)	34
Consumers' Gas Co., Toronto and other centres	Intl. Chemical Workers (AFL-CIO) (office and clerical empls.)	18
Coro (Canada) Ltd., Toronto	Metal Polishers (AFL-CIO/CLC) (hourly-rated empls.)	33
Decor Metal Products, Midland	Auto Workers (CLC)	34
Domglas Ltd., Bramalea	Glass and Ceramic Workers (AFL- CIO/CLC) (plant empls.)	13
Durham Regional Municipality (Homes for the Aged)	Cdn. Union of Public Employees (CUPE) (CLC)	25
Frontenac County Board of Education	CUPE (CLC)	20
The Globe and Mail Ltd. (Editorial, Maintenance-Delivery and Circu- lation Depts.), Toronto	Newspaper Guild (AFL-CIO/CLC)	7
Government of Canada (Treasury Board)	Cdn. Postmasters and Assistants Assn. (Ind.) (revenue postal operations group)	26

Index to Settlements Reported, January 1978 (Cont'd)

Employer and Location	Union	Page
Government of Canada (Treasury Board)	Professional Institute of the Public Service of Canada (PIPS) (Ind.) (meteorology group)	27
Government of Canada (Treasury Board)	PIPS (Ind.) (scientific research group)	28
Government of Canada (Treasury Board)	Public Service Alliance of Canada (PSAC) (CLC) (drafting and illustration group)	28
Greb Industries Ltd., Services and Cema Plants, Kitchener	United Shoe Workers (AFL-CIO/CLC)	4
Kayser-Roth Canada Ltd. (Bathurst Street Plant, Bathurst Street Plant Fabric Div. and Highbury Avenue Plant), London	Clothing and Textile Workers (AFL- CIO/CLC)	6
Levi Strauss of Canada, Inc., Hamilton	Clothing and Textile Workers (AFL- CIO/CLC)	31
Lincoln County Board of Education	CUPE (CLC)	20
Lincoln County Separate School Board	Ont. English Catholic Teachers' Assn. (OTF)	21
London Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	22
London City Public Utilities Commission	CUPE (CLC)	17
Ottawa City and Regional Munici- pality of Ottawa-Carleton	CUPE (CLC) (civic empls.)	29
Rheem Canada Ltd., Hamilton	Steelworkers (AFL-CIO/CLC)	9
Richards-Wilcox of Canada Ltd., London	Machinists (AFL-CIO/CLC)	10
Robertshaw Controls (Canada) Ltd., Toronto	Electrical Workers (UE) (CLC)	15
Shopsy's Foods Ltd., Weston	Foodworkers (AFL-CIO/CLC)	4
Simcoe County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (OTF)	22
Sklar Furniture Ltd. (Peppler Div.), Hanover	Woodworkers (AFL-CIO/CLC)	7
Sudbury Electrical Contractors Assn.	Electrical Workers (IBEW) (AFL- CIO/CLC)	29
Twenty-nine Ontario hospitals	Cdn. Union of Operating Engineers (CCU)	35
Union Gas Ltd., southwestern Ontario	Cdn. Chemical Workers (Ind.) and Oil, Chemical and Atomic Workers (AFL-CIO/CLC) (hourly-rated and clerical empls.)	19

Index to Settlements Reported, January 1978 (Cont'd)

Employer and Location	Union	Page
Willroy Mines Ltd. (Macassa Div.), Kirkland Lake	Steelworkers (AFL-CIO/CLC)	30
Windsor Raceway Holdings Ltd.	Service Employees (AFL-CIO/CLC) (mutuel empls.)	25
Windsor Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (OTF)	23
Xerox of Canada Ltd., Manufacturing and Distribution Centre, Mississauga	Clothing and Textile Workers (AFL-CIO/CLC)	31
York University, Toronto	Graduate Assistants' Assn. (Ind.) Unit 1 - Full-time Graduate Students; Unit 2 - Non-Students (part-time teachers, demonstrators, tutors and markers)	24

FOOD AND BEVERAGE

Shopsy's Foods Limited at Weston - Locals 175 and 633, Foodworkers (AFL-CIO/CLC):

A 12-month renewal agreement effective from January 15, 1978 to January 14, 1979, covering 230 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Jan. 15/78</u>
	General Increase	65¢*
	Light General Labour	\$5.64 (\$4.99)
	Heavy General Labour	\$5.84 (\$5.19)
	Electrician	\$8.19 (\$7.54)

Previous rates reflect a 20-cent adjustment during the term of the 1977-78 agreement.

*Note: Increase is subject to approval by the Anti-Inflation Board. 30¢ is payable immediately.

LEATHER

Beardmore, a Division of Canada Packers Limited at Halton Hills - Local P479,

Foodworkers (AFL-CIO/CLC): A 17-month renewal agreement effective from January 18, 1978 to July 17, 1979, covering 325 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Jan. 18/78</u>	<u>Jan. 18/79</u>
	General Increases	28¢	6¢
	Category 6 (includes Dry Floor Labour)	\$5.23 (\$4.95)	\$5.29
	Category 26 (includes Class B Electrician)	\$6.23 (\$5.95)	\$6.29

Paid Vacations: Effective January 18, 1979, 5 weeks after 22 (25) years.

Health and Welfare: Dental Plan - Effective January 18, 1979, employer pays 100% of cost of premium for new dental plan. Plan pays 80% of eligible expenses for basic, periodontal and endodontic services and 50% for dentures, to a maximum of \$500 per year for each employee or dependent. No deductible. Based on the 1976 Ontario Dental Association fee schedule.

Greb Industries Limited, Services and Cema Plants at Kitchener - Locals 309 and 310, United Shoe Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from November 23, 1977 to November 22, 1979, covering 250 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Nov. 23/77</u>	<u>Nov. 23/78</u>
General Increases		15¢	31¢
Group E		\$3.49-\$4.01 (\$3.34-\$3.86)	\$3.80-\$4.32
Group A		\$4.12-\$4.82 (\$3.97-\$4.67)	\$4.43-\$5.13
Probationary period is 8 working weeks (3 months). Maximum rates reached on merit.			
Shift Premiums:	0-14¢-18¢ (0-11¢-14¢).		
Paid Vacations:	5 weeks after 25 (30) years and 6 weeks (new) in thirtieth year only.		

TEXTILE

Canadian Fabricated Products Ltd. at Stratford - Local 1325, Auto Workers (CLC) (hourly-rated employees): A 36-month renewal agreement effective from December 16, 1977 to December 15, 1980, covering 615 employees, settled after a work stoppage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Dec. 18/77</u>	<u>Dec. 17/78</u>	<u>Dec. 16/79</u>
COLA Fold-in		\$1.03		
General Increases		36¢	25¢	25¢
Adjustments (Skilled Trades)		10¢	10¢	
Assembler		\$5.75 (\$4.36)	\$6.00	\$6.25
Electrical Technician		\$7.99 (\$6.50)	\$8.34	\$8.59
Cost of Living Allowance:	1¢ for each .35 change in the Consumer Price Index, where 1971 equals 100. To be adjusted quarterly. (Previously, 1¢ per .5 increase in the CPI, where 1961 equals 100.)			
Paid Holidays:	Civic Holiday is added for a total of 12 days in the first year, 13 in the second and 14 in the third. Totals vary due to Christmas holiday period. (The previous agreement had 13 days in each of the first 2 years and 11 in the third year.)			
Paid Vacation:	Commencing the first year, 4% pay for less than 1 year of service, 2 weeks after 1 year, 2 weeks at 5% after 3 years, 3 weeks after 7 years, 3 weeks at 7% after 10 years, 4 weeks after 15 years and 5 weeks after 20 years.			

Commencing in the second year, 3 weeks after 6 years.

(Previously, 4% pay for less than 1 year of service, 2 weeks after 1 year, 2 weeks at 5% after 5 years, 3 weeks after 10 years, 3 weeks at 8% after 15 years and 4 weeks after 20 years.)

Health and
Welfare:

Life Insurance and A.D. & D. - Maximum coverage effective February 1, 1978 is \$7,000 (\$6,000). Effective January 1, 1979, \$8,000. Effective January 1, 1980, \$9,000.

Life Insurance (Retirees) - Maximum coverage effective February 1, 1978 is \$2,000 (\$1,500).

Accident and Sickness Insurance - Effective January 1, 1979, benefits equal 66 2/3% (60%) of weekly base rate. Payable on a 1-1-8 basis, to a maximum of 52 (39) weeks.

Dental Plan - Effective March 1, 1978, co-insurance for certain specified services increases to 90% (85%). Other specified services retain coverage of either 50% or 100% of cost. The per patient lifetime coverage for orthodontic services increases to \$650 (\$500). Effective January 1, 1978, all payments are based on the 1975 (1974) Ontario Dental Association fee schedule. Effective January 1, 1979 and January 1, 1980, payments are based on the 1976 and the 1977 fee schedules, respectively.

Vision Care (new) - Effective January 1, 1980, maximum coverage is \$40 every 2 years for each employee and dependent.

Pension Plan:

Basic Benefit - Effective for employees retiring on or after February 1, 1978, \$6 (\$5.50) per month per year of service. Effective January 1, 1979, \$6.50. Effective January 1, 1980, \$7.

Effective February 1, 1978, pensioners or the surviving spouse of pensioners who retired prior to February 1, 1978 will have benefits increased by 50¢ per month per year of service. Effective January 1, 1979, an additional 50¢ is added. Effective January 1, 1980, an additional 25¢ is added.

Short Work-
Week Benefits
(new):

Employees laid off on a temporary basis and out of line with seniority are eligible to receive 75% of their regular base rate pay, including any cost of living allowance, for all hours not worked during any 40-hour regular workweek.

Paid Education
Leave (new):

A program administered by the union to train employees in union affairs will be funded by the employer at the rate of 1¢ per man-hour worked.

Prescription
Safety Glasses:

When required on the job, up to \$40 (\$22.50) is paid by the employer to assist in the initial purchase.

CLOTHING

Kayser-Roth Canada Limited (Bathurst Street Plant, Bathurst Street Plant Fabric Division and Highbury Avenue Plant) at London - Clothing and Textile Workers (AFL-CIO/CLC): Three 12-month renewal agreements effective from January 1, 1978 to December 31, 1978, covering 260 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Jan. 1/78</u>
	Increase	20¢ for pieceworkers; 25¢ for hourly-rated employees*
	Packer (Highbury Avenue Plant)	\$3.49 (\$3.24)
	Maintenance Machinist (Bathurst Street Plant)	\$4.89 (\$4.64)
	Fitter-Mechanic (Bathurst Street Plant Fabric Division)	\$5.70 (\$5.45)
Vacation Pay:	4.5% (4%) after 1 year's service, 5% (4.5%) after 2 years, 5.5% (5%) after 4 years, 6% (5.5%) after 7 years, 6.5% (6%) after 10 years, 7% (6.5%) after 15 years and 7.5% (7%) after 20 years.	
Bereavement Leave:	Stepparents of an employee, prior to his reaching age 18, are included in up to 3 days' paid leave for immediate family (new).	
Safety Shoe and Boot Allowances (new):	Employer pays \$15 for safety shoes and \$20 for safety boots per year, where required.	
	This agreement is subject to approval by the Anti-Inflation Board.	

FURNITURE AND FIXTURE

Sklar Furniture Limited (Peppler Division) at Hanover - Local 2-500, Woodworkers (AFL-CIO/CLC): A 12-month renewal agreement effective from July 1, 1977 to June 30, 1978, covering 275 employees, settled at the conciliation officer stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/78</u>
	General Increase	35¢*
	Grade 1 (includes Lumber Handler)	\$3.94-\$4.40 (\$3.59-\$4.05)
	Grade 5 (includes Maintenance #5)	\$4.69-\$5.11 (\$4.34-\$4.76)
*Note: Increase is subject to approval by the Anti-Inflation Board. 28¢ is payable immediately.		

PRINTING, PUBLISHING AND ALLIED

The Globe and Mail Limited (Editorial, Maintenance-Delivery and Circulation Departments) at Toronto - Local 87, Newspaper Guild (AFL-CIO/CLC): Three 24-month renewal agreements effective from July 1, 1977 to June 30, 1979, covering 400 employees, settled at the post mediation officer bargaining stage. Duration of negotiations - 6 months.

Wages: Full retroactivity to July 1, 1977.

Effective	<u>Feb. 6/78</u>	<u>July 1/78</u>
Increases	\$28 for Editorial Groups A-C, top rates for Groups CC and DD, for Machinist and Electrician; 8.07% for all others	\$22 for Editorial Group A-C, top rates for Group CC and DD, for Machinist and Electrician; 5.87% for all others

Weekly Rates

Editorial

Group 1 (Copy Messenger)	\$131.12-\$150.70 (\$121.33-\$139.45)	\$138.82-\$159.55
Group A (includes Editorial Writer)	\$410.00 (\$382.00)	\$202.31

Maintenance-Delivery

Loader	\$191.09 (\$176.82)	\$202.31
Electrician	\$359.00 (\$331.00)	\$381.00

Circulation

Group D (Office Messenger)	\$130.51-\$153.63 (\$120.76-\$142.16)	\$138.17-\$162.65
Group A (includes Intermediate Clerk)	\$168.09-\$214.97 (\$155.54-\$198.92)	\$177.96-\$227.59

Probationary period is 3 months. Maximum rates for Copy Messenger and Office Messenger are reached after 1 year. Maximum rates for Intermediate Clerk are reached after 3 years.

Shift Premiums: Effective date of signing, 0-\$3.60-\$3.60 per shift for employees earning over \$215 per week, 0-\$2.90-\$2.90 for employees earning between \$185 and \$215 per week and 0-\$2.45-\$2.45 for employees earning less than \$185 per week. (Previously, 0-\$3.20-\$3.20 per shift for employees earning over \$200 per week, 0-\$2.60-\$2.60 for employees earning between \$170 and \$200 per week and 0-\$2.20-\$2.20 for employees earning less than \$170 per week.)

Effective July 1, 1978, 0-\$4.00-\$4.00 per shift for employees earning over \$230 per week, 0-\$3.25-\$3.25 for employees earning between \$195 and \$230 per week and 0-\$2.75-\$2.75 for employees earning less than \$195 per week.

Bereavement Leave: Grandparent is included in up to 3 days' paid leave.

Health and Welfare: Dental Plan - Payments are based on the 1977 (1974) fee schedule.

Equipment Allowance: \$120 (\$100) quarterly for Photographers who use their own equipment; \$85 (\$70) quarterly for Reporter-Photographers who use their own equipment.

Travel Effective October 10, 1977, employer pays 19¢ (16¢) per mile.
 Allowance: For employees required to use their car on a regular basis, 20¢ (17¢) per mile for the first 300 miles and 11¢ (10¢) per mile for all additional mileage.

PRIMARY METAL

Anaconda Canada Ltd. at New Toronto - Local 399, Autc Workers (CLC) (plant employees): By mutual labour/management agreement, the existing contract covering 850 employees, which was previously extended from November 30, 1977 to April 30, 1978, will be further extended to June 30, 1978. Contract provisions remain unchanged, except for the cost of living provision which is inoperative. COLA float is \$1.15 per hour.

METAL FABRICATING

Anchor Cap and Closure Corporation of Canada Limited at Toronto and Plasticap Limited & Premier Plastics Limited at Richmond Hill - Locals 512 and 544, Electrical Workers (UE) (CLC): Two 12-month renewal agreements effective from November 15, 1977 to November 14, 1978, covering 322 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Nov. 15/77</u>
	General Increase	4%, plus 12¢
	Bench Packer	\$5.34 (\$5.02)
	Electrician	\$7.71 (\$7.34)
Shift Premium:	0-22¢-26¢ (0-21¢-24¢).	
Paid Vacation:	5 weeks after 19 (20) years' service and 6 weeks after 28 (30) years.	
Health and Welfare:	<u>Weekly Indemnity Plan</u> - Benefits increase to \$135 (\$120) per week, payable, as previously, on a 1-4-26 basis.	
Prescription Safety Glasses:	\$20 (\$15) per year.	

Rheem Canada Limited at Hamilton - Local 6868, Steelworkers (AFL-CIO/CLC): A 12-month renewal agreement effective from November 18, 1977 to November 17, 1978, covering 220 employees, settled at the conciliation officer stage. Duration of negotiations - 2½ months.

Wages:	Effective	<u>Nov. 18/77</u>
	General Increase	40¢*

Nov. 18/77

Class 2 (includes Stacker)	\$5.725 (\$5.325)
Class 20 (includes Tool Maker)	\$7.345 (\$6.945)

* Note: Increase is subject to approval by the Anti-Inflation Board. 32¢ is implemented immediately.

Paid Vacation:	5 weeks after 20 (25) years' service and 6 weeks (new) after 25 years.
Bereavement Leave:	Grandparents are included in 1 day's paid leave (new). 1 day's paid leave is granted to an employee who cannot attend the funeral of a member of his immediate family (new).
Health and Welfare:	<u>Life Insurance and A.D. & D.</u> - \$10,000 (\$6,000) coverage. <u>Weekly Indemnity Plan</u> - Benefit is \$125 (\$95) per week.
Pension Plan:	<u>Basic Benefit</u> - \$7 (\$5) per month per year of service, not to exceed 30 years' service or \$210 (\$150) per month.
Boot Allowance:	\$30 (\$25) per year for painters in the Drum and Heater Departments and for enamellers on the Glass Line. \$20 (\$15) per year for all other employees.

Richards-Wilcox of Canada Limited at London - Local 756, Machinists (AFL-CIO/CLC):

A 24-month renewal agreement effective from January 1, 1978 to December 31, 1979, covering 268 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	Jan. 2/78	Jan. 1/79
COLA		6¢	
Fold-in			
General Increases		6%*	3%
Additional Adjustments		2¢ to 5¢ for some skilled trades	6¢ to 16¢ for some skilled trades
Wage Group 1 (includes General Labourer)		\$5.79-\$5.95 (\$5.39-\$5.55)	\$5.97-\$6.13
Wage Group 8 (includes Welder/ Assembler)		\$6.42-\$6.58 (\$5.97-\$6.13)	\$6.70-\$6.86
Wage Group 12 (includes Tool and Die Maker)		\$7.12-\$7.28 (\$6.61-\$6.77)	\$7.49-\$7.65

Probationary period is 60 days worked. Maximum rates are reached with 8-cent increases after 65 and 130 days worked.

*Note: Increases are subject to approval by the Anti-Inflation Board.

Cost of Living Allowance: Provision is suspended in 1978.
Effective in 1979, 3¢ per hour per 1.0 point change in the Consumer Price Index, where 1971 equals 100 and the base Index month is December 1978. To be adjusted monthly. (Same formula as in 1976-77 agreement, except that the base in that agreement was January 1977.)

Shift Premium: 0-20¢-25¢ (0-18¢-24¢).

Health and Welfare: Life Insurance and A.D. & D. - Effective in 1979, \$13,000 (\$10,000) coverage.
Weekly Indemnity Plan - Effective in 1978, benefit is \$160 (\$147) per week. Effective in 1979, \$170 per week.
Dental Plan - Effective in 1978, payments are based on the 1977 (1976) Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - Effective in 1979, \$6 (\$4) per month per year of past and future service.
Total and Permanent Disability - Effective in 1979, \$8 (\$6) per month per year of past and potential service, to age 65.
Premium Payment - Employee contribution for basic coverage and total and permanent disability coverage is \$3 weekly (previously, \$3 bi-weekly).

Safety Boot Allowance: \$16 (\$12) per pair towards cost. Limit of 2 pairs per year.

ELECTRICAL PRODUCTS

Canadian General Electric Company Ltd. at Barrie, Burlington, Guelph, Peterborough, Toronto and Trenton - Various Locals, Electrical Workers (UE) (CLC) (plant employees): A 24-month renewal agreement effective from December 24, 1977 to December 23, 1979, covering 5,500 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Retroactive pay is a lump sum payment equalling 6% of an employee's gross earnings between December 24, 1977 and January 23, 1978.

Wages:	Effective	Jan. 24/78	July 1/78	Dec. 24/78
General Increases* (hourly-rated employees)		30¢	8¢	28¢
Adjustment (Trenton Plant)				3.2¢-12¢
Adjustment (Skilled Trades)				5¢-15¢

	<u>Jan. 24/77</u>	<u>July 1/78</u>	<u>Dec. 24/78</u>
Labourer	\$5.975 (\$5.675)	\$6.055	\$6.335
Tool & Die Maker 1st Class	\$8.054 (\$7.754)	\$8.134	\$8.564

*Overall increases for incentive workers approximate those for hourly-rated employees.

Note: The rates reported above apply to all plants except Trenton which remains below parity.

Cost of Living Allowance (new): 1¢ per .34 change in the Consumer Price Index, where 1971 equals 100. Calculated quarterly beginning with the period December 1978 - March 1979.

Shift Premium: Effective December 24, 1978, 0-25¢-30¢ (0-23¢-25¢).

Paid Holidays: If Heritage Day is proclaimed as a statutory holiday, it will be added in the second year of the agreement, for a total of 12 (11) days.

Paid Vacation: Effective in the second year, 4 weeks after 14 (15) years' service.

Health and Welfare: Weekly Indemnity Plan - Benefit is 66 2/3% of regular earnings, to a maximum of \$160 (\$147) in the first year of the agreement and \$175 in the second year. Remains payable on a 1-1-8-54 basis. The 15 weeks' coverage by the U.I.C. now extends from the 17th week of absence (previously, from the 3rd week).

Long Term Disability (new) - Effective January 1, 1979, \$500 to \$600 per month, varying by wage category, less offsets for any statutory benefits. Applies to all employees with 1 or more years of service. Accumulation of pension credit continues under this plan. (The plan replaces the former Disability Pension Plan which required a minimum of 15 years of service for eligibility.)

Dental Plan (new) - Effective July 1, 1978, 80% coverage on restorative services, 100% coverage on preventative and diagnostic services. Employer-paid. No deductible. Maximum coverage per person per year is \$500; per family, \$2,000.

Pension Plan: Supplemental Benefit - Maximum increases to \$180 (\$150) per month for those retiring before age 65 with 30 years of service.

Safety Shoe Allowance: \$27.50 (\$25.00) per pair per year. Employees working in certain designated areas may receive the allowance for the purchase of safety shoes as required (new).

Income Extension Aid Plan: Effective date of ratification, benefit is 66 2/3% (50%) of regular earnings, to a maximum of \$160 (\$85) in the first year of the agreement and \$175 in the second year.

NON-METALLIC MINERAL PRODUCTS

Canadian Pittsburgh Industries Limited at Owen Sound - Local 248, Glass and Ceramic Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from October 1, 1977 to September 30, 1979, covering 400 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>Oct. 1/77</u>	<u>Oct. 1/78</u>
	Increases	35¢-45¢*	50¢
	COLA Fold-in	3¢	
	Labour Grade 2 (Auxiliary Utility Man)	\$5.66 (\$5.28)	\$6.16
	Labour Grade 14 (includes General Plant Maintainer)	\$6.78 (\$6.30)	\$7.28

*Note: 3¢ of the increase is being withheld pending Anti-Inflation Board approval.

Cost of Living Provision: Inoperative.

Health and Welfare: Life Insurance - \$15,000 (\$12,000).
A.D. and D. - \$7,500 (\$5,000).

Pension Plan: Effective October 1, 1978, \$7.50 (\$5.25-\$7.50) per month per year of past service; \$9.50 per month per year of current service.

Meal Allowance: \$2.50 (\$2.00).

Safety Shoe Allowance: Employer pays \$35 (\$30) per year towards the cost of safety shoes.

Domglas Ltd. at Bramalea - Local 260, Glass and Ceramic Workers (AFL-CIO/CLC)
(plant employees): A 24-month renewal agreement effective from December 31, 1977 to December 30, 1979, covering 500 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Dec. 31/77</u>	<u>Dec. 31/78</u>
	General Increases	37¢	44¢
	COLA Adjustment*		12¢
	Re-classification Adjustments:		
	Raw Material Unloader		10¢
	Painter/Carpenter		16¢

	<u>Dec. 31/77</u>	<u>Dec. 31/78</u>
Labourer	\$5.73-\$5.88 (\$5.36-\$5.51)	\$6.29-\$6.44
Painter/Carpenter	\$6.23-\$6.58 (\$5.86-\$6.21)	\$6.95-\$7.30
Tool and Template Maker	\$6.65-\$7.05 (\$6.28-\$6.68)	\$7.21-\$7.61
*A special adjustment incorporated into the wage structure. The previous agreement did not have a COLA provision.		
Shift Premium:	0-14¢-20¢ (0-13¢-19¢).	
Overtime Pay:	Effective December 31, 1978, double time after 10 (12) consecutive hours.	
Meal Allowance:	\$2.00 (\$1.75).	
Safety Shoe Allowance:	\$17.50 (\$15.00) per pair. Maximum of 1 to 4 pairs per year, depending on department.	

CHEMICAL AND CHEMICAL PRODUCTS

Canadian Industries Limited (York Works) at Toronto - Local 13328, Steel-
workers (AFL-CIO/CLC): A 24-month renewal agreement
effective from November 16, 1977 to November 15, 1979,
covering 250 employees, settled at the post conciliation
bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Nov. 16/77</u>	<u>Nov. 16/78</u>
	General Increases	6%	8%
	Filler	\$5.81 (\$5.48)	\$6.27
	Resin Operator - Grade II	\$7.26 (\$6.93)	\$7.84
Cost of Living Allowance (new):	Effective November 16, 1977, 1% for each 1% increase in the Consumer Price Index, where 1971 equals 100. Capped at 2% in each contract year. The first year triggers at 6% and the second year triggers at the total percentage paid at the start of the second year.		
Shift Premium:	Effective January 28, 1978, 0-25¢-40¢ (0-19¢-29¢).		
Call-back Pay:	Minimum of 4 (3) hours' pay at straight time.		
Paid Holidays:	Christmas Eve is added for a total of 11 (10) days.		
Cleaning Allowance:	Employer pays 40¢ per week for cleaning of coveralls (new).		

Meal Allowance: \$2.00 if the cafeteria is open; \$3.50 if closed, and food is brought in. (Previously, \$2.00 after 2 hours' overtime.)

Safety Shoe Allowance: Employer pays \$30 per pair, once every six months. (Previously, 50% of cost, to a maximum of \$10 on any purchase.)

MISCELLANEOUS MANUFACTURING

Robertshaw Controls (Canada) Limited at Toronto - Local 512, Electrical Workers (UE) (CLC): A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 260 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	Jan. 1/78
	Increase	Group A - 24¢; Group B - 30¢; Group C - 36¢
	Additional Adjustments	Some regrouping of classifications
	Group A (includes Assembly II)	\$4.06-\$4.31 (\$3.82-\$4.07)
	Group B (includes Assembly I)	\$4.82-\$5.07 (\$4.52-\$4.77)
	Group C (includes Tool and Die Maker I)	\$7.54-\$7.74 (\$7.18-\$7.38)

Probationary period is 40 working days (previously, 2 calendar months). Maximum rates are reached after one 2-month and one 6-month increase.

Shift Premium: 0 - 18¢ - 18¢ (0 - 17¢ - 17¢).

Lead Hand Premium: 35¢ (25¢) per hour.

Call-back Pay: 4 hours at time and one-half (previously, 4 hours at applicable rate). Guarantee does not apply to call-ins immediately preceding employee's regular scheduled shift.

Health and Welfare: Weekly Indemnity Plan - As soon as possible benefit increases to \$95 (\$85) per week.

Extended Health Care Plan - Co-insurance is eliminated. (Previously, 80%/20% co-insurance.)

Meal Allowance: \$3 (\$2).

TRANSPORTATION

Air Canada, system-wide - Air Line Flight Attendants (CLC): A 12-month renewal agreement effective from July 1, 1977 to June 30, 1978, covering 2,700 employees, settled with mediation assistance. Duration of negotiations - 14 months.

Wages:	Effective	<u>July 1/77</u>
	General Increase	7%
	Flight Attendant (Jet - 2nd 6 months)	\$13.70 (\$12.80)
	Assistant Purser (3rd year)	\$20.45 (\$19.11)
	Purser DC8L (3rd year)	\$22.84 (\$21.35)
	Flight Service Director B747	\$26.12 (\$24.42)

Holdback: Pending approval by the Anti-Inflation Board of the 7% general increase reflected above, a 4% increase will be implemented.

Paid Holidays: Employee accumulates 1.4 (1.0) calendar days in lieu of each statutory holiday in any vacation year.

Paid Vacation: 6 weeks (new) after 30 years.

Bereavement Leave (new): Up to 4 days with pay for spouse of employee and the following relatives of either the employee or spouse: son, daughter, parent, grandparent, sister, brother, and other relatives residing with the employee. In unusual circumstances where the deceased is not a member of the immediate family (e.g. guardian), time off may be approved.

Jury Duty/Court Witness Leave (new): Paid leave for jury duty, coroner's inquest and court witness, whether civil or criminal.

Employee is compensated for actual loss of salary when he appears as a witness before any court, board, commission or administrative tribunal to testify on any matter related to his work or employment with the Company.

Paternity Leave (new): Up to 14 days without pay for paternity reasons, including adoption.

Health and Welfare: CALFAA Dental Plan (new) - Employer contributes 50% of the monthly premium, to a maximum of \$3.85 per employee without dependents and \$9.85 per employee with dependents.

Canada/United States Meal Allowances:	Breakfast	\$5.00 (\$4.00)
	Lunch	\$5.50 (\$4.50)
	Dinner	\$11.00 (\$8.50)
	Snack	\$3.00 (\$2.50)

Check-in/Check-out Gratuity Allowance: \$2.25 (\$1.50) during legal layover or station stops in excess of 7 hours.

Uniform \$12 (\$8) per month.
Cleaning
Allowance:

Recall from Recall rights to terminate 2 (1) years from date of lay-off.
Lay-off:

Severance 1 week per year of service, to a maximum of 12 weeks, for
Pay (new): employees with at least 2 years' service whose service is
 terminated because of staff reduction.

COMMUNICATION

Canadian Broadcasting Corporation, Canada-wide - Broadcast Employees (NABET)
(CLC): A 12-month renewal agreement effective from July 4, 1977 to July 2, 1978, covering 2,950 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	<u>July 4/77</u>
	Average Increase	8%
	Group 1 (includes Technical Stores Assistant) 0-4 years	\$9,709-\$12,487 (\$9,032-\$11,562)
	Group 4 (includes TV Technician) 0-6 years	\$11,900-\$17,239 (\$11,070-\$15,882)
	Group 7 (includes Senior Transmitter Technician) 0-3 years	\$16,366-\$20,155 (\$15,224-\$18,662)

Previous rates reflect a roll-back as the result of an Anti-Inflation Board decision.

Overtime Pay: Double time (time and one-half) for work on a paid holiday.

Paid Vacation: 4 weeks after 10 (12) years and 5 weeks after 20 (25) years.

Meal \$5.00 (\$3.25) for second overtime period.
Allowance:

ELECTRIC POWER, GAS AND WATER UTILITIES

London City Public Utilities Commission - Local 4, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 355 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Jan. 1/78</u>
	General Increase	5.7%
	Job Level 201 (Office Messenger)	\$3.97-\$4.56 (\$3.76-\$4.31)
	Job Level 101 (includes Handyman)	\$5.29-\$5.63 (\$5.00-\$5.33)
	Job Level 107 (includes Electrician)	\$6.69-\$8.39 (\$6.33-\$7.94)
	Job Level 212 (includes Engineering Technician)	\$8.56-\$10.28 (\$8.10-\$ 9.73)

Probationary period is 6 months. Maximum rates for Handyman reached after 3 months, for Office Messenger after 6 months and for Electrician and Engineering Technician after 42 months.

Paid Holidays: One half-day before Christmas and one half-day before New Years are added for a total of 12 (11) days.

Paid Vacation: 3 weeks after 4 (5) years' service and 6 weeks (new) after 30 years.

Pension Plan: Effective January 1, 1977, employer pays 100% of cost of O.M.E.R.S. Type 1 Past Service Supplementary Pension for employees retiring at age 65 after January 1, 1977. Formula is 2%.

Effective January 1, 1978, O.M.E.R.S. F.A.E. Plan is implemented.

Safety Shoe Allowance: \$30 (\$22) per year. \$40 (\$33) per year to Leading Linemen, Linemen "A" and "B" and Tree Trimmers.

Tool Allowance (new): \$20 per year for Tradesman and \$40 per year for Auto Mechanic.

Consumers' Gas Company at Toronto and other centres - Local 513, International Chemical Workers' Union (AFL-CIO) (office and clerical employees): A 12-month renewal agreement effective from February 1, 1978 to January 31, 1979, covering 550 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Feb. 1/78</u>
	Increase	\$9-\$16 per week
	<u>Weekly Rates</u>	
	Range 1 (includes Messenger)	\$153.50-\$163.00 (\$144.50-\$154.00)
	Range 8 (includes Senior Accounting Trainee)	\$262.00-\$275.50 (\$246.00-\$259.50)

Shift Premium: \$9.50 (\$8.50) per week for shifts worked between 3 p.m. and 8 a.m..

Meal Allowance: \$3.50 (\$3.00).

Paid Holidays: Employees required to work on the scheduled floating holiday will not be paid premium pay but will receive an alternate designated day off. (Previously, they received premium pay but no alternate day off.)

Bereavement Leave: Up to 3 days of paid leave in the event of the death of a grandparent. (Previously, 1 day at employer's discretion.)

Moving Day Leave (new): 1 day's paid leave.

Shoe Allowance: Salesmen receive a shoe allowance of \$17.50 per year under the safety footwear policy, provided proof of purchase is presented (new).

Union Gas Limited, southwestern Ontario - Canadian Chemical Workers (Ind.) and Oil, Chemical and Atomic Workers (AFL-CIO/CLC) (hourly-rated and clerical employees): Four 12-month renewal agreements effective from January 1, 1978 to December 31, 1978, covering a total of 1,110 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/78</u>
	General Increase	6.2%
	Yardman	\$5.62-\$6.37 (\$5.29-\$6.00)
	Welder	\$7.84 (\$7.38)
	Gas Dispatcher	\$7.59-\$8.11 (\$7.15-\$7.64)

Weekly Rates

Clerical	\$166.00-\$191.50
Grade 1	(\$156.50-\$180.50)
Clerical	\$233.50-\$275.50
Grade 7	(\$220.00-\$259.50)

Previous rates reflect a roll-back as the result of an Anti-Inflation Board decision.

Bereavement Leave: 1 day's paid leave in the event of the death of a grandparent (new).

Pension Plan: Determination of benefits will be based on employee's best 60 consecutive months. (Previously, benefits were based on his best 5 consecutive calendar years.)

Safety Shoe Allowance: \$20 per annum. (Previously, \$8 per pair, as required.)

EDUCATION AND RELATED SERVICES

Bruce County Board of Education - District 44, Ontario Secondary School Teachers'

Federation (OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 205 employees, settled with mediation assistance. Duration of negotiations - 12 months.

Wages:	Effective	<u>Sept. 1/77</u>
	General Increase	6%
	Teacher - Category 1 0 - 11 years	\$11,870-\$20,560 (\$11,200-\$19,400)
	Teacher - Category 4 0 - 11 years	\$14,200-\$25,970 (\$13,400-\$24,500)

Cost of Living Provision: Discontinued.

Frontenac County Board of Education - Local 1480, Canadian Union of Public

Employees (CLC): A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 240 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Jan. 1/78</u>
	General Increase	29¢*
	Cafeteria Assistant	\$4.62 (\$4.33)
	Caretaker	\$5.22 (\$4.93)
	Craftsman I	\$7.64 (\$7.35)

*Note: Increase is subject to approval by the Anti-Inflation Board.

Cost of Living Allowance: Cost of living allowance is \$5.00 per 0.1 increase in the Consumer Price Index - Ottawa (1971=100) after a 5.0 point increase above the December 1977 Index. Payable in February 1979. (Previously, \$5.00 per 0.1 increase in the CPI - Ottawa (1961=100) after an 11.7 point increase.)

Lincoln County Board of Education - Local 152, Canadian Union of Public Employees

(CLC): Two 12-month renewal agreements effective from January 1, 1978 to December 31, 1978, covering 209 full-time employees and 157 part-time employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/78</u>
	Increase	34¢ for full-time empls.; 24¢ for part-time empls.
	Part-time Cleaner	\$4.34 (\$4.10)
	Labourer	\$12,117-\$12,558 (\$11,410-\$11,851)
	Caretaker	\$12,833-\$13,277 (\$12,126-\$12,570)
	Journeyman Electrician	\$14,691-\$15,032 (\$13,884-\$14,325)

Probationary period is 3 months. Maximum rates for full-time employees reached after one 3-month and one 9-month increase.

Health and Welfare:

Extended Health Care Plan - Employer pays 100% of cost of plan providing coverage of eyeglasses to a maximum of \$80 (\$40). Provision for hearing aids is eliminated.

Dental Plan - Payments are based on the 1977 (1976) fee schedule.

Lincoln County Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 478 employees, settled at the mediation stage. Duration of negotiations - 10 months.

Wages:	Effective	<u>Sept. 1/77</u>	<u>Jan. 1/78</u>
	General Increases	4%	2.25%
	Teacher - Level 1 0-6 years	\$9,568-\$13,664 (\$9,200-\$13,138)	\$9,775-\$13,959
	Teacher - Level A4 0-13 years	\$14,947-\$25,716 (\$14,372-\$24,727)	\$15,270-\$26,272

Bereavement Leave:

2 days' paid leave (new) in the event of the death of a stepparent, aunt, uncle, nephew, niece, son-in-law and daughter-in-law.

Brother-in-law and sister-in-law are included in up to 2 (3) days' paid leave.

Health and Welfare:

Life Insurance - Employer pays 100% (75%) of cost of premiums.

Dental Plan - Effective April 1, 1978, employer pays 60% (50%) of cost of premiums. Payments are based on the 1977 (1976) Ontario Dental Association fee schedule.

London Board of Education - Ontario Secondary School Teachers' Federation (OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 1,110 employees, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Sept. 1/77</u>
	<u>Annual Rates</u>	
	Teacher, Category 1	\$11,600-\$19,900
	0-10 years	(\$10,940-\$18,620)
	Teacher, Category 4	\$14,100-\$26,200
	0-10 years	(\$13,290-\$24,510)
	Principal	\$34,290-\$36,690
	0-4 years	(\$32,600-\$35,000)
	Vice-Principal	\$31,090-\$32,690
		(\$29,400-\$31,000)
	Co-ordinator	\$31,090-\$32,690
		(\$29,400-\$31,000)

Previous rates reflect a roll-back as the result of an Anti-Inflation Board decision.

Cost of Living Provision: Deleted. The previous formula did not generate an allowance.

Sick Leave Credit Gratuity Plan: Teachers hired after January 1, 1978 will not be eligible for this plan.

Extra Degree Allowance: Effective January 1, 1978, \$625 (\$600) per year for a post-graduate degree at the Master's level. Allowances for other degrees remain unchanged.

Simcoe County Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (OTF): A 24-month renewal agreement effective from September 1, 1977 to August 31, 1979, covering 273 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 10½ months.

Wages:	Effective	<u>Sept. 1/77</u>	<u>Sept. 1/78</u>
	Increases	5.9%-6.3%	8%
	Teacher	\$8,825-\$12,075	\$9,525-\$13,050
	Category D	(\$8,300-\$11,400)	
	0-6 years		
	Teacher	\$14,850-\$25,025	\$16,050-\$27,025
	Category A4	(\$14,000-\$23,600)	
	0-12 years		

Paternity Leave (new): In the event of the birth or adoption of a child, one day without loss of pay or deduction from sick leave credits, if required.

Health and Welfare:	<u>Life Insurance, OHIP, Extended Health Care and Dental Plans</u> - Effective September 1, 1978, employer pays 80% (75%) of cost of premiums.	
Extra Degree Allowance:	Effective September 1, 1978, \$540 (\$500) per year for one Masters Degree or one Doctorate from a Canadian university or equivalent.	
Responsibility Allowances:	Principals:	<u>A Schools</u> - Effective September 1, 1977, basic allowance of \$4,500 plus experience allowance of \$400 (unchanged) per year, up to a maximum of 5 years. Effective September 1, 1978, basic allowance increases to \$4,860.
		<u>B Schools</u> - Effective September 1, 1977, basic allowance of \$4,000 (\$3,750) plus experience allowance of \$400 (unchanged) per year, up to a maximum of 5 years. Effective September 1, 1978, basic allowance increases to \$4,320.
	Vice-Principals:	Effective September 1, 1978, \$1,944, (\$1,800) per year.
	Consultants:	Effective September 1, 1978, \$2,700 (\$2,500) per year if fully qualified with Specialist Certificate.

The first year of this agreement is subject to approval by the Anti-Inflation Board.

Windsor Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (OTF): A 24-month renewal agreement effective from September 1, 1977 to August 31, 1979, covering 825 employees, settled at the post mediation bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Sept. 1/77</u>	<u>Sept. 1/78</u>
	<u>Annual Rates</u>		
Teacher, Category D 0-5 years	\$9,410-\$13,850 (\$8,880-\$13,070)		The September 1, 1977 minimum and maximum rates in each Teacher Category will be increased by the percentage rise in the Consumer Price Index between May 1977 and May 1978, to a maximum of 6%, with proportionate increases for intermediate steps.
Teacher, Category A1 0-11 years	\$12,350-\$21,700 (\$11,650-\$20,470)		
Teacher, Category A4 0-12 years	\$15,350-\$25,740 (\$14,480-\$24,280)		

Principals

Less than 300 pupils (less than 14 rooms) - Minimum of \$900 (\$500) is added to maximum annual rate for Category A4. Increases by \$3,850 through 7 annual increments of \$550 (increments unchanged).

300 or more pupils (14 or more rooms) - Minimum of \$900 (\$500) is added to maximum annual rate for Category A4. Increases by \$5,250 (\$4,900) through 7 annual increments of \$750 (\$700).

Cost of Living Allowance:	Effective during the second year, \$11 per quarter year for each one-tenth of a point rise in the Consumer Price Index in excess of a 6% rise from the base date of August 31, 1978. Comparisons will be made quarterly. (Previously, \$6 per quarter year for each one-tenth of a point rise in the CPI as calculated quarterly throughout the 2-year contract.) There is to be no carry-over or fold-in of allowances generated under the previous agreement.
Bereavement Leave:	Paid leave is granted from day of death to day of burial of any member of an employee's family. Employee's family has been redefined to include all those previously listed under the 1-day, 3-day and 4 or more-day provisions of the former plan.
Compassionate Leave (new):	Requires approval by the employer. Leave may be with or without pay.
Paternity Leave:	Previous provision for 1 day of paid leave has been deleted as a specifically designated leave. Now covered under Compassionate Leave.
Health and Welfare:	<u>Life Insurance</u> - \$25,000 (\$15,000) employer-paid, plus a new option to purchase additional coverage at employee's expense. <u>Dental Plan</u> - Coverage has been made more comprehensive and is now based on the 1977 (1975) Ontario Dental Association fee schedule. The employer pays 40% (75%) of the new premium. <u>Optical Plan (new)</u> - Details not available. The employer pays 75% of premium. <u>Premium Coverage for Part-time Employees (new)</u> - The employer contributes half the amount it contributes for full-time employees towards Life Insurance, OHIP, Semi-Private Hospitalization, Drug, Dental and Optical coverages. <u>Future Premium Increase</u> - Increases occurring during the term of the agreement will be shared by the employer and employees. (Previously, increases were assumed to be the responsibility of the employer.)
Special Education Allowances:	Deleted. (Previously, \$400-\$600.)
Job Security:	All full-time and part-time teachers employed as of September 1, 1977 and subsequently declared redundant will have their employment maintained by the Board until August 31, 1979.

York University at Toronto - Graduate Assistants' Association (Ind.) Unit 1 - Full-time Graduate Students; Unit 2 - Non-Students (part-time teachers, demonstrators, tutors and markers): Two 12-month renewal agreements effective from September 1, 1977 to August 31, 1978, covering a total of 1,000 employees, settled with mediation assistance. Duration of negotiations - 8 months.

Wages: Effective Sept. 1/77

Salaries are per Academic Session, except Teaching Assistantship which is per Academic Year.

Course Director	\$3,350 (\$3,100) per course assignment
Tutor 1 (Tutorial Leader)	\$1,180 (\$1,100) per assignment
Tutor 2 (Demonstrator)	\$425 (\$400) per lab hour
Teaching Assistantship*	\$3,000 (\$2,700)

*This category applies only to the agreement for graduate students.

HEALTH AND WELFARE SERVICES

Durham Regional Municipality (Homes for the Aged) - Local 132, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 450 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Jan. 1/78</u>
	General Increase	30¢
	Housekeeping Aide	\$4.97 (\$4.67)
	Maintenance Worker II	\$6.61 (\$6.31)

Shift Premium: 0 - \$1.45 - \$1.45 (0 - \$1.35 - \$1.35) per shift.

Paid Vacation: 4 weeks after 12 (14) years.

AMUSEMENT AND RECREATION SERVICES

Windsor Raceway Holdings Limited - Local 639, Service Employees (AFL-CIO/CLC) (mutual employees): A 37-month renewal agreement effective from April 1, 1977 to April 30, 1980, covering 200 employees, settled at the conciliation officer stage. Duration of negotiations - 9½ months.

Wages:	Effective	<u>Apr. 1/77</u>	<u>Jan. 1/78</u>	<u>May 1/78</u>
	General Increases	\$1 per day	\$1 per day	\$1 per day
	Additional Adjustments	25¢ per day for \$5 Seller and \$5 Cashier		25¢ per day for \$5 Seller and \$5 Cashier

	<u>Apr. 1/77</u>	<u>Jan. 1/78</u>	<u>May 1/78</u>
One Way	\$34.10	\$35.10	\$36.10
Seller - \$2	(\$33.10)		
One Way	\$34.35	\$35.35	\$36.60
Seller - \$5	(\$33.10)		
One Way	\$38.10	\$39.10	\$40.10
Cashier - \$2	(\$37.10)		
Pencilman	\$48.10	\$49.10	\$50.10
	(\$47.10)		
	<u>Jan. 1/79</u>	<u>May 1/79</u>	<u>Jan. 1/80</u>
Effective			
General	\$1 per day	\$1 per day	\$1 per day
Increases			
Additional		25¢ per day for	
Adjustments		\$5 Seller and	
		\$5 Cashier	
One Way	\$37.10	\$38.10	\$39.10
Seller - \$2			
One Way	\$37.60	\$38.85	\$39.85
Seller - \$5			
One Way	\$41.10	\$42.10	\$43.10
Cashier - \$2			
Pencilman	\$51.10	\$52.10	\$53.10

Extra Duties Allowance: \$3.00 (\$2.50) for each race in addition to 9 races on any one harness racing card.

This settlement is subject to approval by the Anti-Inflation Board.

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Canadian Postmasters and Assistants Association (Ind.) (revenue postal operations group): A 12-month renewal agreement effective from October 3, 1977 to October 1, 1978, covering 8,300 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Oct. 3/77</u>
	Increase	Varies
	<u>Group Post Offices</u>	
	Group 1	\$3.88 (\$3.59)
	Group 6	\$5.05 (\$4.68)

Grade Post Offices

Oct. 3/77

Full-time Assistant \$10,563-\$11,227
(Grades 1-6) (\$ 9,844-\$10,427)

Postmaster \$11,950-\$15,679
(Grades 1-6) (\$10,479-\$14,585)

Cost of Living Allowance (new): 1¢ per 0.35 point rise in the Consumer Price Index, where 1961 equals 100. Triggered at 6% over the CPI for September 1977, that is, 231.1.

Weekend Premium (new): 10¢ per hour.

Paid Vacation: 5 weeks after 27 (29) years' service.

Severance Pay: Part-time Assistants are now eligible for severance pay on retirement (new).

Government of Canada (Treasury Board) - Professional Institute (Ind.)

(meteorology group): A 12-month renewal agreement effective from June 28, 1977 to June 25, 1978, covering 535 employees, settled at the conciliation board stage in January 1978 after rotating work stoppages in December 1977. Duration of negotiations - 9 months.

Wages: Effective June 28/77

Increase* 8%, to a maximum of \$2,400 per annum

Annual Rates

MT-2 \$15,494-\$21,239
(\$14,346-\$19,666)

MT-5 \$23,999-\$27,141
(\$22,221-\$25,131)

MT-8 \$31,008-\$34,803
(\$28,711-\$32,603)

*MT-1 received no salary increase. The maximum increase for MT-8 is \$2,200.

Shift Premium: 0-\$1.75-\$2.25 (0-\$1.50-\$2.00) per shift.

Weekend Premium (new): 10¢ per hour.

Paid Vacation: 5 weeks after 28 (30) years' service.

Meal Allowance: \$3.00 (\$2.50) after 3 hours' overtime.

Government of Canada (Treasury Board) - Professional Institute (Ind.) (scientific research group): A 12-month renewal agreement effective from June 26, 1977 to June 25, 1978, covering 2,045 employees, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages: The pay system is now based on annual increments. Salaries have been essentially frozen for one year. Former rates were based on merit or performance pay minimums and maximums.

An exception to the above is Research Scientist, Level 1 whose rate continues to be based on performance: \$15,230-\$22,240 (\$13,820-\$21,140).

Paid Vacation: 4 weeks after 13 (15) years' service and 5 weeks after 27 (30) years.

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC) (drafting and illustration group): An 8-month renewal agreement effective from January 23, 1978 to September 17, 1978, with wages retroactive to September 19, 1977, covering 2,060 employees, settled at the arbitration stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Sept. 19/77</u>
	Increase	8%, to a maximum of \$2,400 per annum

Annual Rates

DD-1	\$9,624-\$11,646 (\$8,911-\$10,783)
DD-5	\$17,590-\$19,421 (\$16,287-\$17,982)
DD-9	\$22,534-\$24,940 (\$20,865-\$23,093)

Acting Pay: Payable after 5 (10) days to employees in Levels 1 to 4 working in a position of a higher classification.

Wash-up Period (new): Maximum of 10 minutes per shift.

Paid Vacation: 4 weeks after 13 (15) years' service.

Health and Welfare: Uncertified Sick Leave - Paid leave is granted for a period of 5 (3) days without a doctor's certificate. Maximum paid leave per fiscal year is 7 days (unchanged).

Meal Allowance: \$4 (\$3) after the first 3 hours of overtime and \$3.00 (\$2.25) for an additional meal after the next 4 hours.

LOCAL ADMINISTRATION

Ottawa City and Regional Municipality of Ottawa-Carleton - Local 503, Canadian Union of Public Employees (CLC) (civic employees): Two 12-month renewal agreements effective from January 1, 1977 to December 31, 1977, covering 3,090 employees, settled at the arbitration stage. Duration of negotiations - 16 months.

Wages:	Effective	<u>Jan. 1/77</u>
	General Increase	8%
	Labourer	\$5.56-\$5.96 (\$5.15-\$5.52)
	Electrician III	\$8.12 (\$7.52)
	<u>Annual Rates</u>	
	Clerk 1	\$8,140-\$10,340 (\$7,537-\$ 9,574)
	Administration Officer VIII	\$19,856-\$23,688 (\$18,385-\$21,933)

Hours of Work: Green's Creek Pollution Control Centre - Commencing within three months the Region, following consultation with the Union, will introduce a 12-hour shift system for a six-month trial period.

Shift Premium: \$1.75 per shift. (Previously, \$1.25 for employees of Homes for the Aged and 7% of regular pay for other employees.)

Job Posting: Not less than 3 working days for all openings continuing in excess of 90 days, above Group 1 and below sub-foreman level. (Previously, minimum of 5 working days for all vacancies and new positions of a permanent nature and for positions of sub-foreman and foreman.)

Acting Pay (new): For 25 consecutive days or more and providing salary range is at least two groups higher. Pay is retroactive and the greater of the first year rate of the acting position or 104% of employee's normal salary.

Paid Vacation: Effective December 31, 1977, 3 weeks after 2 (3) years' service and 5 weeks after 20 (23) years.

CONSTRUCTION

Sudbury Electrical Contractors Association - Local 1687, Electrical Workers (IBEW) (AFL-CIO/CLC): A 3½-month renewal agreement effective from January 16, 1978 to April 30, 1978, covering 450 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Jan. 16/78</u>
	General Increase	70¢

Jan. 16/78

Journeyman	\$11.70
Electrician	(\$11.00)

Hours of Work: 36 (40) hours per week.

Health and Welfare: Employer contributes 90¢ (75¢) per hour.

Addendum

May 1977 Settlement

MINES

Willroy Mines Limited (Macassa Division) at Kirkland Lake - Local 4584, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from June 1, 1977 to May 31, 1979, covering 290 employees, settled at the bargaining stage and ratified in May, 1977. Duration of negotiations - 2 months.

Wages:	Effective	<u>June 1/77</u>	<u>June 1/78</u>
	General Increases	60¢	60¢
	Mine Labour	\$5.87 (\$5.27)	\$6.47
	Electrician (1)	\$6.30 (\$5.70)	\$6.90
	Technician (Electrical)	\$6.80 (\$6.20)	\$7.40

Price of Gold Adjustment: 1¢ per hour for each \$1 increase in the price of gold above \$130 and up to \$250 per ounce, calculated to the nearest cent. To be adjusted monthly. (No change.)

Paid Holidays: Effective in the 2nd contract year, Heritage Day is added for a total of 11 (10) days.

Paid Vacation: 3 weeks after 5 (7) years' service.

Health and Welfare: Weekly Indemnity, OHIP, Drug Plan and Dental Plan - Employer pays 90% (85%) of cost of premiums.

Tool Allowance: \$50 (\$25) per year to specified classifications. The employee must have tools to the value of \$50 (\$25).

Training Allowance (new): 25¢ per hour to an employee required to instruct a training program employee as his regular helper.

Safety Committee Pay (new): Members of the Joint Safety & Health Committee receive pay for time spent in meetings and inspections.

September 1977 Settlements

CLOTHING

Levi Strauss of Canada, Inc. at Hamilton - Local 2307, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month first agreement effective from September 9, 1977 to September 8, 1979, covering 228 employees, settled at the bargaining stage and ratified in September, 1977. Duration of negotiations - 5½ months.

Wages:	Effective	<u>Sept. 9/77</u>	<u>Mar. 9/78</u>
	General	20¢	10¢
	Increases		
	Additional Adjustment	Warehouse Person/ Forklift Operator is added to the bargaining unit	
	General Time Worker	\$3.00-\$3.20 (\$2.80-\$3.00)	\$3.10-\$3.30
	Cutter	\$3.75-\$4.58 (\$3.55-\$4.38)	\$3.85-\$4.68
	Effective	<u>Sept. 9/78</u>	<u>Mar. 9/79</u>
	General	20¢	10¢
	Increases		
	General Time Worker	\$3.30-\$3.50	\$3.40-\$3.60
	Cutter	\$4.05-\$4.88	\$4.15-\$4.98

Probationary period is 60 calendar days. Maximum rates for General Time Worker are reached after two 6-month increases. Maximum rates for Cutter are reached after four 6-month increases.

Paid Holidays: Effective in the first contract year, 1 floating day is added for a total of 9 (8) days. Effective in the second contract year, an additional floating day is added for a total of 10 days.

Tool Allowance (new): Employer pays 100% of cost of replacement tools for on the job-required tools.

ELECTRICAL PRODUCTS

Xerox of Canada Limited, Manufacturing and Distribution Centre at Mississauga - Local 1414J, Clothing and Textile Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from September 1, 1977 to August 31, 1980, covering 200 employees, settled at the post conciliation bargaining stage and ratified in September, 1977. Duration of negotiations - 3 months.

Wages:	Effective	Sept. 1/77	Sept. 1/78	Sept. 1/79
COLA			52¢	40¢
Fold-in				
General		4½%	3%	3%
Increases				
Skilled Trades		15¢ per hour		
Adjustment		to the top 4		
		Job Levels		
Job Level 1		\$4.43	\$5.10	\$5.67
(Utility Worker)		(\$4.24)		
Job Level 14 (12)		\$7.37	\$8.13	\$8.79
(includes Main-		(\$6.90)		
tenance Mechanic				
"A")				

Cost of Living Allowance: A 92-cent COLA float continues from the previous agreement.

1¢ per hour for each .35 point change in the Consumer Price Index for Toronto, where 1961 equals 100 and the base Index month is June 1977 (previously, March 1975). To be adjusted quarterly, with the allowance rounded to the nearest whole cent.

Shift Premium: 0-35-40¢ (0-25¢-40¢).

Paid Vacation: 3 weeks in the 3rd (5th) year of service and 4 weeks in the 10th (12th) year.

If an employee's vacation period is cancelled and rescheduled due to business needs, any financial loss to him shall be reimbursed by the employer (new).

Bereavement Leave: Grandparents-in-law are included in up to 3 days' paid leave (new).

If circumstances warrant, bereavement leave may be extended up to a maximum of 5 paid working days (new).

Court Leave: Employees subpoenaed to appear in court are reimbursed for actual time off, which includes court time and travel time to and from court (new).

Health and Welfare: Life Insurance and A.D. & D. - \$40,000 coverage for employees with 3 months' service. Previously, coverage varied with service and earnings as follows:

<u>Weekly Salary</u>	<u>Service</u>	<u>Coverage</u>
Less than \$200	3 months to 1 year	\$15,000
	1 year and over	\$20,000
\$200 and over	3 months to 1 year	\$25,000
	1 year and over	\$30,000

Dental Plan (new) - Employer pays 100% of cost of premiums.

Rate Main-tenance: Employees involuntarily downgraded maintain their rate of pay for the first 15 (10) working days of transfer. Thereafter they are paid at the rate of their newly-assigned classification.

November 1977 Settlements

TEXTILE

Caldwell Linen Mills Limited at Iroquois - Local 478, United Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from July 1, 1977 to June 30, 1979, covering 300 employees, settled at the bargaining stage and ratified in November, 1977. Duration of negotiations - 5 months.

Wages:	Effective	<u>July 1/77</u>	<u>July 1/78</u>
	Increases	24¢-40¢	21¢-30¢
	Labourer	\$3.64 (\$3.38)	\$3.85
	Stationary Engineer 2nd Class	\$6.22 (\$5.82)	\$6.52

Cost of Living Provision: Discontinued.

Health and Welfare: Life Insurance - \$2,000 for all employees (\$1,500-\$2,000).
Weekly Indemnity Plan - Benefits increase to \$70 for all employees (\$45-\$70).

MISCELLANEOUS MANUFACTURING

Coro (Canada) Limited at Toronto - Local 19, Metal Polishers (AFL-CIO/CLC) (hourly-rated employees): A 24-month renewal agreement effective from January 1, 1978 to December 31, 1979, covering 200 employees, settled at the bargaining stage and ratified in November, 1977. Duration of negotiations - 1 month.

Wages:	Effective	<u>Jan. 2/78</u>	<u>Jan. 1/79</u>
	Increases	25¢ per hour for piece workers; 25¢ - 40¢ for current hourly- rated employees	25¢ per hour for piece workers; 25¢ - 40¢ for current hourly- rated employees
	Wrapper Grade 1	\$3.00-\$4.20 (\$3.00-\$3.90)	\$3.15-\$4.55
	Stockkeeper	\$3.75-\$5.15 (\$3.60-\$4.75)	\$4.00-\$5.55
	Maintenance	\$4.15-\$5.35 (\$3.85-\$4.95)	\$4.50-\$5.75

Probationary period is 8 weeks. Maximum rates are reached after two 2-month, one 5-month and one 6-month increases. (Previously, after one 3-month and two 6-month increases.)

Health and Welfare: OHIP - Employer pays 50% (25%) of the cost of premiums.

December 1977 Settlements

METAL FABRICATING

Central Stampings Limited at Windsor - Local 195, Auto Workers* (CLC): A 37-month first agreement effective from September 1, 1977 to September 30, 1980, covering 200 employees, settled at the post-conciliation bargaining stage and ratified in December, 1977. Duration of negotiations - 3 months.

*In July 1977, the Auto Workers replaced the Christian Labour Association as bargaining agent.

Wages:	Effective	Sept. 1/77	Sept. 30/78	Sept. 30/79
	Increases	40¢-45¢	30¢	30¢
	Labourer	\$5.42 (\$5.02)	\$5.72	\$6.02
	Maintenance and Repair Class A	\$6.27 (\$5.82)	\$6.57	\$6.87

Health and Welfare: Life Insurance - \$9,500 (\$7,500).

Weekly Indemnity Plan - Benefits increase to \$90 (\$70). Payable, as previously, for 52 weeks.

Decor Metal Products at Midland - Local 1411, Auto Workers (CLC): A 36-month renewal agreement effective from November 12, 1977 to November 11, 1980, covering 450 employees, settled during a work stoppage and ratified in December, 1977. Duration of negotiations - 3 months.

Wages:	Effective	Nov. 12/77	Nov. 13/78	Nov. 12/79
	General Increases	5¢	10¢	10¢
	COLA Fold-in	60¢		
	Class 1A (includes Inspector-Packer)	\$4.50 (\$3.85)	\$4.60	\$4.70
	Class 20 (includes Electrician)	\$6.50 (\$5.85)	\$6.60	\$6.70

Cost of Living Allowance: 7-cent COLA float continues from provision in previous agreement. Effective November 21, 1977, float increases to 27¢.

1¢ per hour for each 0.45 increase in the Consumer Price Index, where 1961 equals 100. To be adjusted semi-annually. (Unchanged.)

Paid Holidays: Effective in 1979, Easter Monday is added for a total of 12 (11) days.

Pension Plan: Effective December 1, 1979, \$6.00 (\$5.50) per month per year of service.

Mileage Allowance: Effective November 12, 1977, 19¢ (18¢) per mile for Class 6A employees only.

HEALTH AND WELFARE SERVICES

Twenty-nine Ontario hospitals - Locals 100 and 101, Canadian Union of Operating Engineers (CCU): 12-month renewal agreements with 26 hospitals whose previous agreements expired in October 1977, with 2 hospitals whose previous agreements expired in November 1977 and with 1 hospital whose previous agreement expired in December 1977. All 29 agreements, covering a total of approximately 242 employees, will expire December 31, 1978. They were settled at the conciliation officer stage and ratified in December, 1977. Duration of negotiations - 3 months.

Wages: Subject to approval by the Anti-Inflation Board, wages shall be fully retroactive for all hours worked since the expiration of the previous agreement.

Effective

Jan. 1/78

Increase

2nd Class Engineer - 60¢;
3rd Class Engineer - 39¢;
4th Class Engineer - 36¢;
Helper - 33¢; other employees - 5½%

Helper

\$6.42
(\$6.09)

4th Class Engineer

\$6.90
(\$6.54)

3rd Class Engineer

\$7.48
(\$7.09)

2nd Class Engineer

\$8.39
(\$7.79)

Negotiation
Pay (new):

Union Negotiating Committee members, up to a maximum of five, when they are attending central negotiating meetings with the Hospitals' Central Negotiating Committee in direct negotiations prior to conciliation, receive pay for normal straight-time working hours lost and suffer no loss of leave credits.

This clause will not appear in the individual contracts in order to avoid the misunderstanding that all five committee members may be drawn from one hospital.

Participating Hospitals

Public General Hospital, Chatham
St. Joseph's Hospital, Chatham
St. Joseph's Hospital, Sarnia
Hotel Dieu Hospital, Windsor
Metropolitan General Hospital, Windsor
Salvation Army Grace Hospital, Windsor
Windsor Western Hospital Centre
(I.O.D.E. Unit)
Kitchener-Waterloo Hospital
Douglas Memorial Hospital, Fort Erie
Hotel Dieu Hospital, St. Catharines

Northwestern General Hospital,
Toronto
Riverdale Hospital, Toronto
St. Joseph's Hospital, Toronto
Sunnybrook Medical Centre, Toronto
Toronto East General & Orthopaedic
Hospital
Toronto General Hospital
Toronto Western Hospital
The Wellesley Hospital, Toronto
York-Finch General Hospital, Toronto

St. Catharines General Hospital
Peel Memorial Hospital, Brampton
Mississauga Hospital
Central Hospital, Toronto
Etobicoke General Hospital

Memorial Hospital, Bowmanville
Oshawa General Hospital
York Central Hospital, Richmond Hill
Kemptville District Hospital
Smith Falls Community Hospital -
South Unit

Reprint

July 1977 Settlement

Due to the fact that page 679 was blank in some copies of the October 1977 Settlements Report, the write-up affected is reprinted here in its entirety.

FOOD AND BEVERAGE

Canadian Cannery Limited at Amherstburg and Leamington, Exeter, Hamilton, St. David's, Simcoe and Waterford - Locals 403, P-596 and P-617, Foodworkers (AFL-CIO/CLC) (hourly-rated employees): Six renewal agreements covering 362 employees, settled with mediation assistance in July, 1977, and due to expire March 1, 1979. Duration of negotiations - 8 months.

Wages:	Effective	Jan. 1/77 (Leamington and Amherstburg)	Jan. 1/78
		Jan. 25/77 (Exeter)	Jan. 25/78
		Jan. 26/77 (Waterford)	Jan. 26/78
		Feb. 1/77 (Hamilton)	Feb. 1/78
		Feb. 20/77 (St. David's)	Feb. 20/78
		June 15/77 (Simcoe)	June 15/78

Light Production Labour (Amherstburg and Leamington)	\$3.70 (\$3.45)	\$3.88
--	-----------------	--------

Journeyman Electrician (Exeter)	\$6.78 (\$6.29)	\$7.17
---------------------------------	-----------------	--------

Cost-of-Living Allowance: The cost-of-living allowance established during the term of the previous contract carries forward as a float for the duration of the 1977-1979 contract, except in the Waterford agreement where there was no COLA previously. Floats are 7¢ in the Exeter, Hamilton and St. David's agreements, 35¢ in the Simcoe agreement and 38¢ in the Amherstburg and Leamington agreement.

1% for each 1% rise in the Consumer Price Index above 6%, where 1971 equals 100. Index months compared are December 1977 and 1978 in the Amherstburg and Leamington, Exeter and Waterford agreements, January 1977 and 1978 in the Hamilton and St. David's agreements and May 1977 and 1978 in the Simcoe agreement. Pending approval by the Anti-Inflation Board, amounts generated will be folded into the wage rates retroactive to the date of the second-year wage increase. (Previously, 1¢ for each .5 increase

in the CPI, where 1961 equals 100. To be adjusted quarterly and capped at 7¢ in the Exeter, Hamilton and St. David's agreements, 35¢ in the Simcoe agreement and 40¢ in the Amherstburg and Leamington agreement.)

Shift Premiums: St. David's: 0 - 20¢ - 25¢ (0 - 17¢ - 25¢)
Simcoe: 0 - 20¢ - 25¢ (0 - 17¢ - 20¢)
Others: 0 - 20¢ - 20¢ (0 - 17¢ - 17¢)

Paid Vacations: 3 weeks after 5 (6) years' service. In the Exeter and Hamilton agreements only, 4 weeks after 14 (15) years' service.

Bereavement Leave: Grandchildren in the Simcoe agreement and sons-in-law and daughters-in-law in the Hamilton and Waterford agreements are excluded from 3 days' paid leave to attend the funeral.

1 day's paid leave if unable to attend the funeral. (New in the Amherstburg and Leamington, Exeter and Simcoe agreements. Unchanged in the remaining agreements.)

Sick Leave: Benefits range from 1 week's full pay and 14 (4) weeks' half pay after 1 year of service to 26 weeks' full pay and 26 (16) weeks' half pay after 26 years' service. In the case of recurring illness, full pay after 13 weeks and half pay after 4 weeks back on the job (new).

Jury Pay (Amherstburg and Leamington only): Employee receives the difference between regular pay and jury duty pay (new).

Crown Witness Pay (Amherstburg and Leamington and Exeter only): Employee receives the difference between regular pay and crown witness pay (new).

Health and Welfare: Dental Plan (Exeter and Simcoe only) - Effective in the second contract year, employer pays 100% of cost of premiums. (Plan is new in Simcoe agreement. Previously, in the Exeter agreement, employer paid 50% of cost of premiums.)

Safety Shoe Allowance: \$25 per year. (Previously, \$15 per year in the Amherstburg and Leamington and Waterford agreements, \$17.50 per year in the Simcoe agreement and \$20 per year in the Exeter, Hamilton and St. David's agreements.)

Prescription Safety Glasses: Up to \$30 per year. Unchanged in the Exeter agreement. New in the remaining agreements.

Tool Allowance: \$40 (\$30) per year to specified classifications in the Amherstburg and Leamington, Exeter, St. David's and Simcoe agreements. Unchanged in the Hamilton agreement. Not applicable to the Waterford agreement.

Uniform Allowance: (Simcoe only): \$40 (new) per year for female seniority employees. All uniforms are supplied to male employees (new).

This report supersedes that in the July 1977 Report (p. 458) for Canadian Cannery Ltd. in Simcoe, Ontario.

Anti-Inflation Board Rulings in January 1978

Employer and Union	Reference	Action
Allen Industries Canada Ltd., Hamilton and Auto Workers (CLC) (plant empls.)	Apr. 77, p. 198	Disallowed
Allied Chemical Canada, Ltd., Amherstburg and Auto Workers (CLC) (production empls.)	Feb. 77, p. 66	Disallowed
Bell Canada, Quebec and Ontario and Cdn. Telephone Employees (Ind.) (communications sales empls.)	Nov. 77, p. 717	Disallowed
Holiday Inn, El Mirador Motor Inn, Lord Elgin Hotel, Carleton Towers-Four Seasons Hotel and the Talisman Motor Hotel, Ottawa and Hotel Employees (AFL-CIO/CLC)	July 77, p. 476	Allowed
Ontario Jockey Club (Mutuel Dept., Standardbred Race Operations), province-wide and Service Employees (AFL-CIO/CLC)	Oct. 77, p. 675	Allowed
Ontario Jockey Club (Mutuel Dept., Thoroughbred Race Operations), province-wide and Service Employees (AFL-CIO/CLC)	Oct. 77, p. 675	Allowed
Riverside Hospital, Ottawa and Ont. Nurses' Assn. (Ind.) (registered and graduate nurses)	Oct. 77, P. 671	Disallowed
Salvation Army Grace Hospital, Ottawa and Ont. Nurses' Assn. (Ind.) (registered and graduate nurses)	Oct. 77, p. 672	Disallowed
Thunder Bay City Board of Commissioners of Police and Police Assn. (Ind.) (policemen and civilian empls.)	June 77, p. 416	Allowed
Windsor Electrical Contractors Association and Electrical Workers (IBEW) (AFL-CIO/CLC)	Aug. 77, p. 548	Disallowed

Negotiations in Progress during January 1978 covering 200 or more Employees

Employer and Location	Union	No. of Empls	Neg'n Stage
Amoco Canada Petroleum Co. Ltd. (Patchogue Plymouth Div.), Hawkesbury	Woodworkers (AFL-CIO/CLC)	400	B
Artex Woollens Ltd., Cambridge	Clothing and Textile Workers (AFL-CIO/CLC)	240	B
Atomic Energy of Canada Ltd. (Power Projects), Mississauga**	Society of Professional Engineers (Ind.)	410	B
Bata Engineering, Div. of Bata Industries Ltd., Batawa, Frank- ford and Trenton	Machinists (AFL-CIO/CLC)	200	B
Beach Appliances International Ltd., Ottawa	Auto Workers (CLC)	400	CO
Brewers' Warehousing Co. Ltd., province-wide	Cdn. Brewery Workers (CLC)	1,400	B
Canada Packers Ltd., York Farms Div., Brantford	Foodworkers (AFL-CIO/CLC)	220	B
Canada Wire and Cable Ltd., Simcoe	Steelworkers (AFL-CIO/CLC)	200	B
Canadian Admiral Corp. Ltd., Port Credit	Electrical Workers (IUE) (AFL-CIO/CLC)	650	B
Canadian Appliance Manufacturing Co. Ltd. (Camco), Hamilton	Electrical Workers (UE) (CLC) (production empls.)	700	B
Canadian Assn. of Storefitting Manufacturers, Toronto and area	Carpenters (AFL-CIO/CLC)	300	B
Canadian Building Materials and others, Toronto, Hamilton, London and other centres, southwestern Ontario	Teamsters (Ind.) (ready-mix concrete empls., etc.)	1,130	B
Canadian General Electric Co. Ltd., Guelph, Peterborough, Scarborough and Toronto	Technical Engineers (AFL-CIO/CLC) (draftsmen)	232	B
Canadian Industries Ltd. (Indus- trial Chemicals Div.), Cornwall	Steelworkers (AFL-CIO/CLC)	225	CO
Canadian Ohio Brass Co. Ltd., Niagara Falls	Intl. Chemical Workers (AFL-CIO)	250	CO
Canadian Red Cross Society, Blood Transfusion Service, Toronto, Hamilton, Ottawa and London	Canadian Red Cross Blood Transfusion Service Employees (Ind.)	217	B
Canadian Rock Salt Co. Ltd. (Ojibway Mine), Windsor	Auto Workers (CLC)	229	B
Canteen of Canada Ltd. (Vending and Food Service), Brantford, Hamilton, London, Oakville, St. Catharines and Toronto	Retail, Wholesale and Department Store Union (AFL-CIO/CLC)	387	MED
Cara Operations Ltd. (Airline Service Div.), Mississauga	Hotel Employees (AFL-CIO/CLC)	340	B

* See page 52 for definition of codes.

** Federal jurisdiction

Negotiations in Progress during January 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Carling O'Keefe Ltd. and Carling O'Keefe Transport, Etobicoke, Toronto and Waterloo	Cdn. Brewery Workers (CLC)	615	B
Chromasco Ltd., Haley	Steelworkers (AFL-CIO/CLC)	380	CO
Cliffs of Canada Ltd. (Sherman Mine), Temagami	Steelworkers (AFL-CIO/CLC)	400	B
Columbus McKinnon Ltd., St. Catharines	Auto Workers (CLC)	200	MED
Council of Printing Industries of Canada, Toronto	Graphic Arts Union (AFL-CIO/CLC) (bookbinders)	700	CO
Crane Canada Ltd., Brantford	Steelworkers (AFL-CIO/CLC) (production, office, clerical and technical empls.)	200	CO
Crothers Ltd., Toronto	Auto Workers (CLC)	200	B
Crouse - Hinds Canada Ltd., Toronto	Auto Workers (CLC)	300	B
Crown Cork & Seal Co. Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	280	B
Daal Specialties (Canada) Ltd., Collingwood	Auto Workers (CLC)	815	B
Dempster's Bread, Div. of Corporate Foods Ltd., Toronto	Teamsters (Ind.) (production and maintenance empls.)	280	B
Dominion Dairies Ltd., Toronto	Teamsters (Ind.)	299	CO
Dominion Forge Co. Ltd., Windsor	Auto Workers (CLC)	345	B
Douglas Aircraft Co. of Canada Ltd., Mississauga	Auto Workers (CLC)	1,450	PCE
Dow Chemical of Canada Ltd., Sarnia	Oil, Chemical and Atomic Workers (AFL-CIO/CLC)	800	B
Du Pont of Canada Ltd., Kingston	Kingston Independent Nylon Workers Union (Ind.) (hourly-rated empls.)	1,450	B
Dubreuil Brothers Ltd., Dubreuilville	Employees' Assn. (Ind.)	276	B
Duplate Canada, Ltd., Hawkesbury and Oshawa	Auto Workers (CLC) (hourly-rated empls.)	700	B
Durham Regional Municipality (Works Dept.)	CUPE (CLC)	230	B
Eddy Forest Products Ltd. (Wood Products Div.), Nairn Twp.	Carpenters (AFL-CIO/CLC)	240	CO
Emco Ltd., London	Steelworkers (AFL-CIO/CLC)	300	CO
Essex County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	530	PMB

Negotiations in Progress during January 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Essex County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (OTF)	465	WS
Etobicoke Borough	CUPE (CLC) (outside empls.)	640	B
Etobicoke Borough	Firefighters (AFL-CIO/CLC)	365	B
Etobicoke Borough Board of Education	CUPE (CLC) (caretakers, matrons and maintenance empls.)	515	B
Extendicare Ltd. and other Nursing Homes, London, Mississauga, North York, Oakville, Ottawa, Peterborough, St. Catharines, Scarborough and Sudbury	Service Employees (AFL-CIO/CLC) (non-medical empls.)	1,495	B
Ferranti-Packard Ltd. (St. Catharines Div.)	Steelworkers (AFL-CIO/CLC)	274	B
Fiberglas Canada Ltd., Sarnia	Oil, Chemical and Atomic Workers (AFL-CIO/CLC)	550	B
Firestone Textiles Co., Div. of Firestone Canada Ltd., Woodstock	United Textile Workers (AFL-CIO/CLC)	254	B
Foxhead Inn Ltd., Sheraton Brock Hotel, Sheraton Foxhead Inn and Sheraton Motor Inn, Niagara Falls	Hotel Employees (AFL-CIO/CLC)	400	B
Frontenac-Lennox and Addington County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (OTF)	212	ARB
Gabriel of Canada Ltd., Toronto	Machinists (AFL-CIO/CLC)	570	B
Great Atlantic & Pacific Tea Co. Ltd., Bakery Div., Toronto	Bakery Workers (AFL-CIO/CLC)	265	B
Greater Niagara General Hospital, Niagara Falls	Ont. Nurses' Assn. (Ind.)	200	ARB
Gulf Oil Canada Ltd. (Clarkson Refinery), Mississauga	Oil, Chemical and Atomic Workers (AFL-CIO/CLC)	420	B
Halton Regional Police	Police Assn. (Ind.)	260	B
Halton Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (OTF)	360	PFB
Hamilton City Corp.	CUPE (CLC)	447	B
Hamilton City Corp.	Fire Fighters (AFL-CIO/CLC)	410	ARB
Hamilton City Hydro Electric Commission	Electrical Workers (IBEW) (AFL-CIO/CLC)	300	B

Negotiations in Progress during January 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Hamilton Civic Hospitals	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	735	CO
Hamilton Street Railway Co.	Transit Union (AFL-CIO/CLC)	645	B
Hamilton-Wentworth Regional Board of Commissioners of Police	Police Assn. (Ind.)	690	B
Hamilton-Wentworth Regional Municipality	CUPE (CLC) (inside empls.)	276	B
Heinz, H.J. Co. of Canada Ltd., Leamington	Cdn. Food and Allied Workers (AFL-CIO/CLC)	1,000	B
Holmes Foundry, Foundry Div., Sarnia	Auto Workers (CLC)	325	B
Honeywell Ltd., Scarborough	Auto Workers (CLC)	625	B
Howden Parsons Ltd., Toronto	Boilermakers (AFL-CIO/CLC)	250	B
Huron County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	263	PFB
I.T.E. Industries Ltd. (Power Equipment Group), Mississauga	Electrical Workers (IBEW) (AFL-CIO/CLC)	250	B
International Harvester Co. of Canada Ltd., Chatham	Auto Workers (CLC)	215	PCB
International Malleable Iron Co. Ltd., Guelph	Steelworkers (AFL-CIO/CLC)	210	B
Kelsey - Hayes Canada Ltd. (Eureka Foundry), Woodstock	Auto Workers (CLC)	237	B
Kendall Co., Toronto	Steelworkers (AFL-CIO/CLC)	440	B
Kingston City Corp. (including Rideaucrest Home for the Aged)	CUPE (CLC)	310	B
Kitchener City Corp.	CUPE (CLC)	270	B
Labour Bureau of the Ontario Roadbuilders' Assn. and the Ontario Sewer and Watermain Contractors' Assn., province-wide	Intl. Operating Engineers (AFL-CIO/CLC), Labourers (AFL-CIO/CLC) and Teamsters (Ind.)	1,800	B
Lake Ontario Cement Ltd. (Plant, Quarry and Packhouse), Sophiasburg and Toronto	Cement Workers (AFL-CIO/CLC)	247	B
Lakehead Board of Education, Thunder Bay	Service Employees (AFL-CIO/CLC)	225	CO
Lakehead Terminal Elevators (Cargill Grain Co. Ltd., Manitoba Pool Elevators, Parrish and Heimbecker Ltd., Richardson Terminals Ltd., Saskatchewan Wheat Pool and United Grain Growers Ltd.), Thunder Bay**	Railway Clerks (AFL-CIO/CLC)	1,500	B

** Federal jurisdiction

Negotiations in Progress during January 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Lambton County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	695	MED
Lambton County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	525	MED
Lancia-Bravo Foods, Toronto	Foodworkers (AFL-CIO/CLC)	267	B
Laurentian Hospital, Sudbury	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	219	PCB
Leeds and Grenville County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	545	MED
Liberty Furniture Ltd., Toronto and Vaughan Twp.	Steelworkers (AFL-CIO/CLC)	220	B
Lincoln County Board of Education	CUPE (CLC) (office, clerical and technical empls.)	220	B
Thomas J. Lipton Ltd., Bramalea	Millers (AFL-CIO/CLC)	220	B
London City Corp.	CUPE (CLC) (office, clerical and technical empls.)	350	B
London City Corp.	Fire Fighters (AFL-CIO/CLC)	294	B
London City Corp. (Dr. John Dearness Home for Elder Citizens)	Service Employees (AFL-CIO/CLC)	200	B
Maritime Employers' Assn., Toronto**	ILA (AFL-CIO/CLC) (stevedores, etc.)	845	B
Metropolitan Board of Commis- sioners of Police, Toronto	Police Assn. (Ind.) (office, garage, parking control officers, etc.)	1,300	CO
Metropolitan Board of Commis- sioners of Police, Toronto	Police Assn. (Ind.) (policemen)	5,300	CO
Metropolitan Toronto House Wreckers' Assn.	Labourers (AFL-CIO/CLC)	350	B
Mississauga City Corp.	Fire Fighters (AFL-CIO/CLC)	282	B
National Defence, Communications Security Establishment, Ottawa**	Public Service Alliance (CLC)	300	B
National Research Council of Canada**	Employees' Assn. (Ind.) (clerical and regulatory group)	344	B
National Research Council of Canada**	Employees' Assn. (operational category, supervisory and non- supervisory)	289	B
National Steel Car Corp. Ltd., Hamilton	Steelworkers (AFL-CIO/CLC)	700	MED/W
National Steel Corp. of Canada, Capreol and Parry Sound	Steelworkers (AFL-CIO/CLC)	200	B

* Federal jurisdiction

Negotiations in Progress during January 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg Sta
Niagara Regional Board of Commissioners of Police	Police Assn. (Ind.)	580	B
Niagara Regional Municipality	CUPE (CLC) (inside & outside empls.)	470	B
Niagara South Board of Education	CUPE (CLC)	450	B
Niagara South Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	850	M
North York Borough	CUPE (CLC) (inside empls.)	530	B
North York Borough	CUPE (CLC) (outside empls.)	710	B
North York Borough	Fire Fighters (AFL-CIO/CLC)	570	B
North York Borough Board of Education	CUPE (CLC) (caretakers and matrons)	830	B
North York Borough Board of Education	CUPE (CLC) (office, clerical and technical empls.)	800	B
North York General Hospital, Willowdale	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	515	C
Northern Telephone Ltd., province-wide**	Communications Workers of Canada (CLC)	225	B
Northwestern General Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	200	C
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide	Ont. Public Service Employees' Union (OPSEU) (Ind.) (academic staff, librarians and counsellors)	6,155	M
Ontario Government	OPSEU (Ind.) (clerical services category)	9,740	B
Ontario Government	OPSEU (Ind.) (general operational services category)	5,330	B
Ontario Government	OPSEU (Ind.) (institutional care and correctional services category)	9,355	M
Ontario Government	OPSEU (Ind.) (maintenance services category)	6,140	B
Ontario Government	OPSEU (Ind.) (office services category)	7,455	B
Ontario Government (Employee Benefits)	OPSEU (Ind.) (classified public servants)	52,000	B
Ontario Government (Working Conditions)	OPSEU (Ind.) (classified public servants)	52,000	B
Ontario Housing Corp., Toronto	CUPE (CLC) (maintenance empls.)	765	B
Ontario Housing Corp. and all Housing Authorities, province-wide (except for Metro Toronto)	CUPE (CLC) (office and maintenance empls.)	800	B

** Federal jurisdiction

Negotiations in Progress during January 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Ontario Hydro, province-wide	CUPE (CLC)	13,500	B
Ontario Hydro (Generation and Distribution Projects Div.), province-wide	Office Employees (AFL-CIO/CLC)	230	B
Oshawa General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	419	CO
Ottawa Board of Education	CUPE (CLC) (office empls.)	600	B
Ottawa Board of Education	Employees' Assn. (Ind.) (maintenance, services and plant operations empls.)	900	B
Ottawa-Carleton Regional Transit Commission**	Transit Union (AFL-CIO/CLC)	1,320	B
Ottawa City	Fire Fighters (AFL-CIO/CLC)	525	B
Ottawa General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	367	ARB
Oxford Pendaflex Canada Ltd., Toronto	Printing and Graphic Communications (AFL-CIO/CLC)	250	MED
Peel Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	2,400	B
Peel Regional Board of Commissioners of Police	Police Assn. (Ind.)	570	B
Perth County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	370	MED
Perth County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	300	MED
Peterborough Civic Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	342	PCB
Polysar Ltd., Sarnia	Oil, Chemical and Atomic Workers (AFL-CIO/CLC)	1,550	B
Quaker Oats Co. of Canada Ltd., Pet Food Div., Trenton	Foodworkers (AFL-CIO/CLC)	250	B
Queen's University, Kingston	CLC-Directly Chartered	350	B
Renfrew County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	396	MED
Renfrew County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	435	MED
John Rennie Ltd., Guelph	Clothing and Textile Workers (AFL-CIO/CLC)	300	B
Rowntree Mackintosh Canada Ltd., Toronto	Retail, Wholesale Employees (AFL-CIO/CLC)	780	B

** Federal jurisdiction

Negotiations in Progress during January 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg. Stag
Royal York Hotel, Toronto	Hotel Employees (AFL-CIO/CLC)	870	B
SKD Manufacturing Co. Ltd., Amherstburg	Auto Workers (CLC)	450	MEB
St. Catharines City (Arena, City Hall, Parks and Recreation and Works Dept.)	CUPE (CLC)	204	B
St. Catharines General Hospital	Ont. Nurses' Assn. (Ind.)	360	PCB
St. Joseph Religious Hospitaliers of Hotel Dieu, Windsor	Ont. Nurses' Assn. (Ind.)	312	ARB
St. Joseph's Hospital, Hamilton	Ont. Nurses' Assn. (Ind.) (full- time nurses)	685	PCB
St. Joseph's and other hospitals, Hamilton and other centres	Ont. Public Service Employees Union (OPSEU) (Ind.) (paramedical empls.)	2,000	B
St. Joseph's Hospital, London	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	430	CO
St. Joseph's Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	385	ARB
St. Michael's Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	610	PCB
St. Vincent Hospital, Ottawa	Intl. Operating Engineers (AFL-CIO/ CLC)	450	CO
Salvation Army Grace Hospital, Windsor	Ont. Nurses' Assn. (Ind.)	225	ARB
Scarborough Borough	CUPE (CLC) (outside empls.)	620	B
Scarborough Borough	Fire Fighters (AFL-CIO/CLC)	370	ARB
Scarborough Borough Board of Education	CUPE (CLC) (operations and maintenance empls.)	705	B
Scarborough Centenary Hospital Assn.	Ont. Nurses' Assn. (Ind.)	324	ARB
Shell Canada Ltd. (Sarnia Refinery), Corunna	Oil, Chemical and Atomic Workers (AFL-CIO/CLC)	210	B
Sheraton Centre and five other hotels, Toronto	Hotel Employees (AFL-CIO/CLC)	4,700	CO
Silknit Ltd. and Silknit Ltd. (Dominion Woollens & Worsteds Div.), Cambridge	United Textile Workers (AFL-CIO/ CLC)	282	B
Simcoe County Board of Education	Ont. Public Service Employees' Union (OPSEU) (Ind.)	220	B
Sklar Manufacturing Ltd., Ajax and Whitby	Upholsterers (AFL-CIO/CLC)	600	B
Spar Aerospace Products Ltd., Toronto	Auto Workers (CLC)	280	PMB
Standard Tube Canada Ltd., Woodstock	Auto Workers (CLC)	600	CO

Negotiations in Progress during January 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
ndbury General Hospital of the Immaculate Heart of Mary	Ont. Nurses' Assn. (Ind.)	310	PCB
inbeam Corp. (Canada) Ltd., Toronto	CLC-Directly Chartered	313	B
nnysbrook and other hospitals, Toronto and other centres	Service Employees (AFL-CIO/CLC) (non-medical empls.)	8,000	B
lmco Ltd., Windsor	Auto Workers (CLC)	200	B
Exaco Canada Ltd., Port Credit	Oil, Chemical and Atomic Workers (AFL-CIO/CLC)	200	B
Textile Rental Institute of Ontario, Toronto	Teamsters (Ind.)	300	CO
under Bay City Corp.	CUPE (CLC) (outside empls.)	350	B
ronto City	Fire Fighters (AFL-CIO/CLC)	1,290	B
ronto City Board of Education	CUPE (CLC) (caretakers and maintenance empls.)	700	B
ronto City Board of Education	CUPE (CLC) (chief caretakers and stationary engineers)	260	B
ronto City Board of Education	CUPE (CLC) (non-teaching empls.)	400	B
ronto Commercial Film Producers Assn.	Moving Picture Machine Operators (AFL-CIO/CLC)	250	B
ronto and District Carpentry Contractors Assn.	Carpenters (AFL-CIO/CLC)	300	PCB
ronto East General & Orthopaedic Hospital, Inc.	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	550	ARB
ronto Electric Commissioners	CUPE (CLC)	850	B
ronto General Hospital	Ont. Nurses' Assn. (Ind.) (full- time nurses)	840	ARB
ronto Hydro-Electric System	CUPE (CLC) (hourly-rated, clerical and technical empls.)	830	B
ronto Metropolitan and Toronto City	CUPE (CLC) (inside and outside empls.)	9,905	B
ronto Star Newspapers Ltd.	Newspaper Guild (AFL-CIO/CLC)	1,400	B
iversity of Ottawa	Assn. of Professors (Ind.)	850	B
iversity of Toronto Govern- ing Council	Graduate Assistants Assn. (Ind.)	2,000	CO
iversity of Windsor (Maintenance Dept.)	CUPE (CLC)	225	CO
ictoria Hospital Corp., London	Office Employees (AFL-CIO/CLC)	350	CO
ictoria Hospital Corp., London	Ont. Nurses' Assn. (Ind.) (full- time nurses)	600	PCB

Negotiations in Progress during January 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Ne- St.
Victoria and other area hospitals, London and other centres	Service Employees (AFL-CIO/CLC) (non- medical empls.)	2,800	B
Walker, Hiram & Sons Ltd., Walkerville	Cdn. Union of Distillery Workers (Ind.)	750	P
Wentworth County Board of Education	CUPE (CLC)	200	B
Wentworth County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	560	MI
Wentworth County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	413	PM
Westinghouse Canada Ltd., Hamilton	Electrical Workers (UE) (CLC)	2,000	B
Weyerhaeuser Canada Ltd., Sault Ste. Marie	Woodworkers (AFL-CIO/CLC)	312	CO
Windsor Board of Education	CUPE (CLC) (caretakers, maintenance empls. and bus drivers)	310	CO
Windsor Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	805	MI
Windsor Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	740	MI
Windsor City Corp.	CUPE (CLC) (inside empls.)	530	B
Windsor City Corp.	Fire Fighters (AFL-CIO/CLC)	274	B
Women's College Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	220	CO
John Wood Co., Toronto	Auto Workers (CLC)	290	B
Workmen's Compensation Board, province-wide	CUPE (CLC) (rehabilitation workers, clerks, registered nurses, etc.)	1,200	MI
York Borough Board of Education	CUPE (CLC)	230	B
York County Board of Education	CUPE (CLC) (service and maintenance empls.)	323	B
York County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	1,200	MI
York University, Toronto	CUPE (CLC)	240	B

Negotiations in Progress during January 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
<u>MORE THAN ONE PROVINCE</u>			
itibi Paper Co. Ltd. and subsidiaries, Que., Ont. and Man.	Cdn. Paperworkers (CLC), United Paperworkers, IBEW, IOE and Machinists (AFL-CIO/CLC)	5,020	B
r Canada, system-wide**	Air Line Pilots (Ind.)	1,515	B
r Canada, system-wide**	Machinists (AFL-CIO/CLC)	7,250	B
erican Can of Canada Ltd., Hamilton and Simcoe, Ont. and Montreal, Que.	CLC-Chartered Locals	1,500	B
11 Canada, Nfld., Que., Ont. and N.W.T.**	Communications Workers of Canada (CLC) (craft and service empls.)	13,000	B(R)
11 Canada, Que. and Ont.**	Communications Union Canada (Ind.) (traffic operators and dining service empls.)	8,000	B(R)
Air, system-wide**	Air Line Flight Attendants (CLC)	900	CO
Air, system-wide**	Air Line Pilots (Ind.)	600	B
Canadian Broadcasting Corp., Canada-wide**	CUPE (CLC) (office and professional empls.)	2,530	CB
Canadian Broadcasting Corp., Canada-wide**	CUPE (CLC) (stage hands, etc.)	1,200	CB
Canadian Broadcasting Corp., Canada-wide**	Syn. des Employes de Production du Que. (Ind.) (stagehands, etc.)	850	B
Canadian General Electric Co. Ltd. and Montreal Armature Co. Ltd., Montreal and St. Andre, Que. and Cobourg, Oakville, Peterborough and Toronto, Ont.	Electrical Workers (IUE) (AFL-CIO/CLC) (hourly-rated and salaried empls.)	2,500	CO
Canadian Pacific Transport Co., CP Transport (Western Div.) and Canadian Pacific Express Co., Atlantic, Eastern and Western Regions**	Railway Clerks (AFL-CIO/CLC) (warehousemen, drivers, mechanics, clerks, etc.)	4,100	B
ncil of Printing Industries of Canada, Toronto, Ottawa, London and Hamilton, Ont. and Montreal, Que.	Graphic Arts Union (AFL-CIO/CLC) (lithography empls. and photo-engravers)	2,160	CO
vernment of Canada (Treasury Board)**	Council of Graphic Arts Unions (5 AFL-CIO/CLC unions) (printing operations group, non-supervisory empls.)	1,240	B
vernment of Canada (Treasury Board)**	Merchant Service Guild (CLC) (ships' officers)	1,305	B
vernment of Canada (Treasury Board)**	Postal Workers (CLC) (postal operations group, non-supervisory)	19,280	B

*Federal jurisdiction

Negotiations in Progress during January 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Ne St
Government of Canada (Treasury Board)**	Professional Institute (PIPS) (Ind.) (computer systems administration group)	2,040	
Government of Canada (Treasury Board)**	PIPS (Ind.) (engineering and land survey group)	2,205	
Government of Canada (Treasury Board)**	PIPS (Ind.) (nursing group)	2,110	
Government of Canada (Treasury Board)**	PIPS (Ind.) (veterinary science group)	550	
Government of Canada (Treasury Board)**	Public Service Alliance of Canada (PSAC) (CLC) (administrative services group)	4,740	
Government of Canada (Treasury Board)**	PSAC (CLC) (auditing group)	2,575	
Government of Canada (Treasury Board)**	PSAC (CLC) (clerical and regulatory group)	46,780	
Government of Canada (Treasury Board)**	PSAC (CLC) (communications group)	855	
Government of Canada (Treasury Board)**	PSAC (CLC) (correctional group, supervisory and non-supervisory empls.)	3,605	
Government of Canada (Treasury Board)**	PSAC (CLC) (data processing group)	3,285	
Government of Canada (Treasury Board)**	PSAC (CLC) (education group)	3,585	
Government of Canada (Treasury Board)**	PSAC (CLC) (engineering and scientific support group)	7,950	
Government of Canada (Treasury Board)**	PSAC (CLC) (financial administration group)	1,550	
Government of Canada (Treasury Board)**	PSAC (CLC) (general labour and trades group, supervisory and non-supervisory)	19,935	
Government of Canada (Treasury Board)**	PSAC (CLC) (general services group, supervisory and non-supervisory)	13,550	
Government of Canada (Treasury Board)**	PSAC (CLC) (general technical, social science support and technical inspection groups)	4,535	
Government of Canada (Treasury Board)**	PSAC (CLC) (hospital services group, supervisory and non-supervisory)	4,155	
Government of Canada (Treasury Board)**	PSAC (CLC) (information services group)	845	
Government of Canada (Treasury Board)**	PSAC (CLC) (lightkeepers, supervisory and non-supervisory)	540	

** Federal jurisdiction

Negotiations in Progress during January 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Government of Canada (Treasury Board)**	PSAC (CLC) (office equipment operations group)	685	B
Government of Canada (Treasury Board)**	PSAC (CLC) (primary products inspection group)	2,655	B
Government of Canada (Treasury Board)**	PSAC (CLC) (programme administration group)	21,510	B
Government of Canada (Treasury Board)**	PSAC (CLC) (purchasing and supply group)	1,315	B
Government of Canada (Treasury Board)**	PSAC (CLC) (radio operations group)	1,080	CB
Government of Canada (Treasury Board)**	PSAC (CLC) (secretarial, stenographic and typing group)	12,320	B
Government of Canada (Treasury Board)**	PSAC (CLC) (ships' crews, supervisory and non-supervisory)	2,970	CO
Government of Canada (Treasury Board)**	PSAC (CLC) (welfare programme group)	1,560	B
Greyhound Lines of Canada, system-wide**	Transit Union (AFL-CIO/CLC) (operators, maintenance and terminal empls.)	900	B
Imperial Oil Canada Ltd., Ont., Sask. and B.C.	Oil, Chemical and Atomic Workers (AFL-CIO/CLC) (refining and marketing empls.)	685	B
National Research Council, Canada-wide**	Employees' Assn. (technical empls.)	1,050	ARB
Railway Assn. of Canada (CN, CP Rail, CN and CP jointly-owned companies and other companies), system-wide**	Associated Railway Unions (CLC), (AFL-CIO/CLC) and (Ind.)	87,545	B
St. Lawrence Seaway Authority, Que. and Ont.**	Railway, Transport and General Workers (CBRT) (CLC) (Operational & Maintenance Agreement and Headquarters Agreement)	1,170	B
Saskatchewan Wheat Pool, Thunder Bay, Ont., Winnipeg, Man., Regina, Sask. and Vancouver, B.C.**	Grain Services Union (CLC) (office empls., extension div. and farm service centres)	1,100	B
Super Lakes Shipping, Great Lakes and St. Lawrence**	Railway, Transport and General Workers (CLC) (unlicensed personnel)	525	B

Negotiations in Progress during January 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
-----------------------	-------	-----------------	----------------

Definitions of Codes for Negotiation Stages

B - Direct Bargaining
DMO - Direct Mediation Officer
CO - Conciliation
CB - Conciliation Board
MED - Mediation
PCB - Post Conciliation Bargaining
ARB - Arbitration
WS - Work Stoppage
B/WS - Bargaining After a Work Stoppage
MED/WS - Mediation During a Work Stoppage
F - Fact Finder
PMB - Post Mediation Bargaining
PFB - Post Fact Finder Bargaining
(R) - (R) following the stage of negotiations
indicates that the existing contract has
been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in February 1978

Employer and Location	Union	No. of Empls.
Canada Veneers, Pembroke	Carpenters (AFL-CIO/CLC)	240
Canada Wire and Cable, Simcoe	Steelworkers (AFL-CIO/CLC)	200
CN Tower Restaurants, Div. of CN Hotels, Toronto	Railway, Transport and General Workers (CLC)	269
Canadian Association of Storefitting Manufacturers, Toronto and area	Carpenters (AFL-CIO/CLC)	300
Canadian Rock Salt Co., Ojibway Mine, Windsor	Auto Workers (CLC)	229
Crothers Ltd., Toronto	Auto Workers (CLC)	200
Domtar Construction Materials (Gypsum Products), Caledonia	Steelworkers (AFL-CIO/CLC)	220
Dow Chemical of Canada, Sarnia	Oil, Chemical and Atomic Workers (AFL-CIO/CLC)	800
Ferranti-Packard Ltd., St. Catharines	Steelworkers (AFL-CIO/CLC)	274
Gabriel of Canada, Toronto and Peel County	Machinists (AFL-CIO/CLC)	570
Honeywell Ltd., Scarborough	Auto Workers (CLC)	625
International Malleable Iron Co., Guelph	Steelworkers (AFL-CIO/CLC)	210
Kitchener City Corp. (Works, Recreation and Arena)	Cdn. Union of Public Employees (CUPE) (CLC)	270
Lambton County Board of Education	CUPE (CLC)	200
Lipton, Thomas J., Ltd., Bramalea	Millers (AFL-CIO/CLC)	220
London City Board of Education (Caretakers)	CUPE (CLC)	350
Niagara Regional Municipality, Homes for the Aged	CUPE (CLC)	460
Reed Ltd. (Furniture Div.), Toronto	Employees Assn. (Ind.)	425
Rowntree Mackintosh Canada, Toronto	Retail, Wholesale Employees (AFL-CIO/CLC)	780
Sklar Furniture, Whitby and Ajax	Upholsterers (AFL-CIO/CLC)	600
Toronto Commercial Film Producers Assn.	Moving Picture Machine Operators (AFL-CIO/CLC)	250



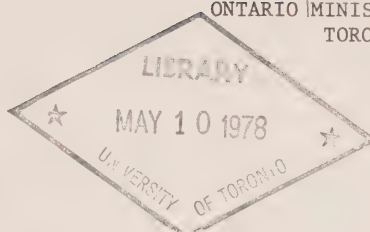
Labour Canada Travail Canada



Ontario

LABOUR CANADA
OTTAWA

ONTARIO MINISTRY OF LABOUR
TORONTO



3
1/ COLLECTIVE BARGAINING SETTLEMENTS
(AND NEGOTIATIONS) IN ONTARIO/
February 1978

Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

Foreword

This report consists of four sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in February 1978, and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries - the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

Some of the settlements note that the wage increases are subject to the approval of the Anti-Inflation Board. This note is generally included only when part of an increase is withheld pending the Board's decision. It is not extended to other settlements which may require AIB approval, even if the wage increases appear to exceed the anti-inflation guidelines.

The second section of the report lists rulings made by the Anti-Inflation Board in February 1978 on settlements which were reported previously. The list includes only those rulings which have come to the attention of the Ministry and it may be incomplete. The action taken by the Board is indicated in terms of whether the Board approved or disapproved the settlements.

The third section lists the negotiations underway in February 1978. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The fourth section lists the agreements that are scheduled to expire in March 1978.

This report was prepared jointly by Labour Canada and the Ontario Ministry of Labour. Labour Canada reports on non-construction situations covering 500 or more employees. The Ontario Ministry of Labour reports on non-construction situations covering 200 to 499 employees and on all construction situations covering 200 or more employees.

March 29, 1978

Contents

	Page
Index to Settlements Reported	54
February 1978 Settlements	
Food and Beverage	56
Textile	58
Wood	58
Primary Metal	59
Metal Fabricating	61
Machinery	64
Transportation Equipment	64
Electrical Products	72
Non-Metallic Mineral Products	73
Chemical and Chemical Products	74
Education and Related Services	75
Health and Welfare Services	77
Local Administration	81
Addendum	
July 1977 Settlements	83
November 1977 Settlements	84
December 1977 Settlements	85
Anti-Inflation Board Rulings in February 1978	88
Negotiations in Progress during February 1978	
Covering 200 or More Employees	89
Collective Bargaining Agreements Covering 200 or More Ontario Employees Expiring in March 1978	104

Highlights

Petrochemical Settlements. Negotiations for the renewal of the Oil, Chemical and Atomic Workers' Union (OCAW) contracts covering about 3,800 hourly-rated employees at six companies in the Sarnia and Oakville areas commenced in December 1977 following the establishment of the union's national bargaining program for 1978. The four-point program included a one-year contract term, the maximum possible wage entitlement, a comprehensive dental plan totally paid for by the employer and a health and safety clause providing for full disclosure and protection. The previous one-year agreements expiring between January 31 and March 8, 1978, called for compensation increases ranging from 7.93 to 10.45 per cent, but in four instances were reduced by the AIB to the 8 per cent guideline figure, which resulted in identical increases for all six bargaining units.

The first 1978 agreements were achieved in Sarnia, with Fiberglas Canada setting a new settlement pattern, followed shortly by Polysar Corporation. The one year agreements covering 540 and 1,550 workers respectively, provided uniform general wage increases of 6 per cent, higher shift premiums and safety shoe allowances, increased weekly indemnity and long term disability benefits (LTD) and improved bereavement leave provisions. In addition, the Fiberglas contract included increased life insurance benefits, a reduced qualification period for LTD benefits and a new pre-retirement course sponsored by the employer. At Polysar, other negotiated benefits involved a 10-cent increase in the dirty work bonus, some improvements in the LTD plan, increased pension benefits for present retirees and a new negotiation pay provision.

The industry pattern was confirmed in late February by a tentative agreement affecting 800 OCAW members at Dow Chemical, Sarnia and will likely be followed at the refineries of Gulf Oil, Shell, and Texaco Canada in the Oakville area, where bargaining continues.

Index to Settlements Reported, February 1978

Employer and Location	Union	Page
American Can of Canada Ltd., Hamilton and Simcoe, Ont. and Montreal, Que.	CLC-Chartered Locals (Can Workers' Federal Unions)	61
Artex Woollens Ltd., Cambridge	Clothing and Textile Workers (AFL-CIO/CLC)	58
Beach Appliances International Ltd., Ottawa	Auto Workers (CLC)	72
Boilermaker Contractors' Assn.	Boilermakers (AFL-CIO/CLC)	83
Bruce County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	75
Canadian Broadcasting Corp., Canada-wide	Newspaper Guild (AFL-CIO/CLC)	85
Caal Specialties (Canada) Ltd., Collingwood	Auto Workers (CLC) (production empls.)	70
Cashwood Industries Ltd., Centralia and Mount Brydges	Carpenters (AFL-CIO/CLC)	58
Dominion Dairies Ltd. (Toronto Plants, Distribution and Maintenance Depts.)	Teamsters (Ind.)	56
Emco Ltd., London	Steelworkers (AFL-CIO/CLC)	63
Etobicoke General Hospital, Rexdale	Ont. Nurses' Assn. (Ind.) (registered and graduate nurses, full-time)	84
Fiberglas Canada Ltd., Sarnia	Oil, Chemical and Atomic Workers (AFL-CIO/CLC) (hourly-rated empls.)	73
The Great Atlantic and Pacific Co. of Canada Ltd., Toronto	Bakery Workers (AFL-CIO/CLC)	57
Hamilton City Corp.	CUPE (CLC) (inside empls.)	81
Hamilton City Corp.	Fire Fighters (AFL-CIO/CLC)	87
Howden Parsons Ltd., Toronto	Boilermakers (AFL-CIO/CLC)	64
International Harvester Co. of Canada Ltd., Chatham	Auto Workers (CLC) (clerical and technical empls.)	66
International Malleable Iron Co. Ltd., Guelph	Steelworkers (AFL-CIO/CLC)	61
Lakehead Board of Education	Service Employees (AFL-CIO/CLC)	75
Lincoln County Board of Education	CUPE (CLC) (office, clerical and technical empls.)	76
Thomas J. Lipton Ltd., Bramalea	Millers (AFL-CIO/CLC)	57
London City Corp.	CUPE (CLC)	82
Mississauga City Corp.	Fire Fighters (AFL-CIO/CLC) (full-time empls.)	87

Index to Settlements Reported, February 1978 (Cont'd)

Employer and Location	Union	Page
Northwestern General Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (registered and graduate nurses)	77
Polysar Corp. Ltd., Sarnia	Oil, Chemical and Atomic Workers (AFL-CIO/CLC) (hourly-rated empls.)	74
S.K.D. Manufacturing Co. Ltd., Amherstburg	Auto Workers (CLC)	71
St. Catharines City Corp.	CUPE (CLC)	82
Simcoe County Board of Education	OPSEU (Ind.) (office, clerical and technical empls.)	76
Spar Aerospace Products Ltd., Toronto	Auto Workers (CLC)	64
Standard Tube Canada Ltd., Woodstock	Auto Workers (CLC) (hourly-rated empls.)	59
Toronto East General and Orthopaedic Hospital, Inc.	Ont. Nurses' Assn. (Ind.)	78
Toronto General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	79
Welland County General Hospital, Welland	Ont. Nurses' Assn. (Ind.) (registered and graduate nurses, full and part-time)	81

FOOD AND BEVERAGE

Dominion Dairies Limited (Toronto Plants, Distribution and Maintenance Departments) - Local 647, Teamsters (Ind.): A 36-month renewal agreement effective from January 1, 1978 to December 31, 1980, covering 299 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages: Productivity Bonus - Effective January 1, 1979, \$100.00 to all employees and effective January 1, 1980, \$200 to all employees.

Effective	<u>Jan. 1/78</u>	<u>Jan. 1/79</u>	<u>Jan. 1/80</u>
General Increases	45¢*	60¢	75¢
Upgrading Adjustments		\$10 per week for Non-Commission Routes (Bulk); \$5 per week for Tractor Trailer Driver and Special Delivery Driver; 5¢-25¢ per hour for certain classifications	10¢ per hour for certain classifications
General Labour	\$6.74 (\$6.29)	\$7.34	\$8.09
Electrician/Main-tenance Mechanic	\$7.4525 (\$7.0025)	\$8.0525	\$8.8025
Wholesale Driver (Ice Cream)	\$299.60 (\$281.60)	\$323.60	\$353.60

Previous rates reflect a roll-back in the 1977 contract wage rates by the Anti-Inflation Board.

*Note: Increase is subject to approval by the Anti-Inflation Board. 30¢ is payable immediately.

Cost of Living Allowance: 1¢ per hour for each .5 point increase or decrease in the Consumer Price Index, where 1971 equals 100. To be adjusted quarterly. Capped at 37.5¢ (unchanged) in the 1978 contract year, 50¢ in the 1979 contract year and 62.5¢ in the 1980 contract year.

Paid Holidays: Heritage Day, if proclaimed, is added for a total of 11 (10) days.

Paid Vacation: Effective January 1, 1979, 5 weeks after 24 (25) years.

Health and Welfare: Life Insurance and A.D. & D. - Effective January 1, 1979, \$8,000 (\$7,000) coverage and effective January 1, 1980, \$10,000 coverage.

Weekly Indemnity Plan - Effective February 26, 1978, maximum benefit is the current UIC maximum of \$160 (\$147) per week.

Dental Plan - Effective January 1, 1979, payments are based on the 1978 (1975) Ontario Dental Association schedule of fees.

Meal Allowance: \$4.50 for garage employees required to work more than eight hours' overtime (new).

Tool Allowance: Effective January 1, 1978, \$120 (\$110) per year with receipts.

The Great Atlantic and Pacific Company of Canada Limited at Toronto - Local 264 Bakery Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from March 12, 1978 to March 11, 1980, covering 255 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Mar. 12/78</u>	<u>Mar. 12/79</u>
	General Increases	6%	9%
	General Help-Light Duties	\$6.15* (\$5.82)	\$6.70
	Machinist	\$8.40 (\$7.94)	\$9.16

Previous rates shown above reflect a roll-back by the Anti-Inflation Board.

* Note: 2¢ per hour is diverted from the new wage rates into the Dental Plan.

Paid Vacation: Effective March 12, 1979, 5 weeks after 20 (25) years.

Thomas J. Lipton Limited at Bramalea - Local 327, Millers (AFL-CIO/CLC): A 12-month renewal agreement effective from February 16, 1978 to February 15, 1979, covering 220 employees, settled at the bargaining stage. Duration of negotiations - 2 weeks.

Wages:	Effective	<u>Feb. 16/78</u>
	General Increase	5.5%*
	General Labourer	\$5.23 (\$4.96)
	Electronic Electrician	\$8.01 (\$7.59)
	Senior Electronic Electrician	\$8.27 (\$7.84)

* Note: Increase is subject to approval by the Anti-Inflation Board.

Paid Holidays: Effective in 1978, the third Monday in February or Heritage Day, if proclaimed, is added, for a total of 12 days. (Negotiated in the 1977-1978 contract year, but effective in the 1978-1979 contract year.)

TEXTILE

Artex Woollens Limited at Cambridge - Local 1153, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from December 6, 1977 to December 5, 1979, covering 240 employees, settled at the bargaining stage. Duration of negotiations- 4 months.

Wages:	Effective	<u>Dec. 6/77</u>	<u>June 6/78</u>
	General Increases	25¢	6¢
	Speckers	\$3.81 (\$3.56)	\$3.87
	Loom Fixers	\$5.94 (\$5.69)	\$6.00
	Effective	<u>Dec. 6/78</u>	<u>June 6/79</u>
	General Increases	20¢	10¢
	Speckers	\$4.07	\$4.17
	Loom Fixers	\$6.20	\$6.30

WOOD

Dashwood Industries Limited at Centralia and Mount Brydges - Local 3054, Carpenters (AFL-CIO/CLC): A 12-month renewal agreement effective from November 16, 1977 to November 15, 1978, covering 255 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Nov. 16/77</u>
	General Increase	24¢
	Group 4 (includes Labourer)	\$5.11 (\$4.87)
	Qualified Millwright	\$5.66 (\$5.42)

Previous rates shown above reflect a roll-back by the Anti-Inflation Board.

Cost of Living Provision: Inoperative during the term of this agreement.

Seniority Premium (new): 5¢ per hour after 3 years' service, 10¢ per hour after 5 years and 20¢ per hour after 10 years. Premium is folded into the hourly rates.

PRIMARY METAL

Standard Tube Canada Ltd. at Woodstock - Local 636, Auto Workers (CLC) (hourly-rated employees): A 36-month renewal agreement effective from January 3, 1978 to January 2, 1981, covering 600 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	Jan. 3/78	Jan. 3/79	Jan. 3/80
	COLA Fold-in	\$1.17		
	<u>General Increases</u>			
	Production Employees	30¢*	25¢	20¢
	Skilled Trades	38¢*	43¢	29¢
	General Job Classification, Grade "B"	\$6.76 (\$5.50)	\$7.01	\$7.21
	Tool & Die Maker	\$8.33 (\$6.99)	\$8.76	\$9.05

*Increases indicated for January 3, 1978 include a 21-cent prepaid cost of living allowance. Since this amount is not incorporated into the wage grid, it is not reflected in the rates shown here.

In order to finance pension increases made in the first year of this agreement, the employer will pay and set aside 8¢ per hour worked by production and skilled trades employees throughout the agreement. This amount is not reflected in the rates or general increase shown here.

Cost of Living Allowance: In lieu of a formula for the first year of the agreement, there will be a 21-cent per hour prepaid cost of living allowance.

Commencing with the first quarter of the second year of the agreement, 1¢ for each .33 increase in the Consumer Price Index, where 1971 equals 100. Calculations will be made quarterly thereafter throughout the remainder of the agreement, with the resulting allowance added to the 21-cent float of the first year. (Previously, 1¢ per .45 change in the CPI, where 1961 equals 100. Calculated quarterly throughout.)

Shift Premium: Effective January 3, 1979, 0 - 25¢ - 30¢ (0 - 20¢ - 25¢).

Paid Holidays: Effective for the second and third years of the agreement, two additional days - a personal paid holiday to be observed on the employee's birthday or hiring date anniversary, and the Friday before Labour Day - for a total of 16 (14) days per year.

Paid Vacation: Currently, 1 week at 4% for less than 1 year's service, 2 weeks at 4% after 1 year, 2 weeks at 5% with option of 1 additional week without pay after 4 years, 3 weeks at 6% after 6 years, 3 weeks at 7% with option of 1 additional week without pay after 10 years, 4 weeks at 8% after 13 years, 4 weeks at 9% with option of 1 additional week without pay after 20 years and 5 weeks at 10% after 23 years (all unchanged).

Effective January 3, 1979, 3 weeks at 6% after 5 years. Also, an additional 8 hours of pay or option of time off after 23 years, 16 hours after 24 years, 24 hours after 25 years, 32 hours after 26 years and 40 hours after 27 years.

**Health and
Welfare:**

Life Insurance - Effective January 3, 1979, \$11,000 (10,000).
Effective January 3, 1980, \$12,500.

Life Insurance for Present Retirees - Effective January 3, 1979, \$1,750 (\$1,600).

Weekly Indemnity - Benefits continue to follow U.I.C. maximum. Effective January 3, 1979, payments are made on a 1-4-30 (1-4-26) basis.

Hearing Aids (new) - Coverage will be implemented for employees and dependents effective January 3, 1979. Premiums will be paid by the employer.

Remedial Appliances (new) - Coverage will be implemented for employees and dependents effective January 3, 1979. Premiums will be paid by the employer.

Pension Plan:

<u>For Retirements Commencing</u>	<u>Jan. 3/78</u>	<u>Jan. 3/79</u>	<u>Jan. 3/80</u>
Basic Benefit	\$10 (\$9)	\$10.50	\$11
Supplemental	\$10 (\$9)	\$10.50	\$11
Disability	\$10.80 (\$9.80)	\$11.35	\$11.60

Benefit rates shown above are per month per year of service. Effective January 3, 1979, eligibility age for pension supplement becomes 62 (63).

Early Retirement - Effective January 3, 1978, 30 years of service and age 55 (57), without actuarial reduction.

Present Pensioners - Effective January 3, 1978, monthly benefits increase by \$1 per month per year of service.

Survivor Pension - Effective January 3, 1979, benefits are increased to 60% (55%) of deceased employee's earned benefits as reduced due to election of this option.

Transition and Bridge Benefits - Effective January 3, 1979, \$200 (\$175) per month and effective January 3, 1980, \$225 per month. Effective January 3, 1980, Bridge Benefits will be offset by 50% (100%) of any statutory benefits received.

**Supplemental
Unemployment
Benefit Plan:**

Employer Contribution - 8¢ (7¢) when fund is at 80%
9¢ (8¢) between 60% and 80%
10¢ (9¢) below 60%

Maximum Weekly Benefit - \$100 (\$80).

Automatic Short Workweek (new) - Covers employees with 1 or more years of seniority whenever there is less than 40 available hours of work during a week.

International Malleable Iron Company Ltd. at Guelph - Local 3000, Steelworkers (AFL-CIO/CLC): A 6-month extension agreement effective from March 1, 1978 to August 31, 1978, covering 210 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Mar. 1/78</u>
	General Increase	20¢
	COLA Fold-in	25¢
	Group 1 (includes Labourer)	\$6.065 (\$5.615)
	Group 15 (includes Electrician)	\$7.325 (\$6.875)
Cost of Living Provision:	Inoperative during the term of this agreement.	

METAL FABRICATING

American Can of Canada Ltd. at Hamilton and Simcoe, Ont. and Montreal, Que. - CLC Chartered Locals 353, 354 and 535 (Can Workers' Federal Union) (plant employees): A 48-month renewal agreement effective from March 15, 1977 to March 14, 1981, covering 1,285 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

A temporary agreement concluded in March 1977 extended the provisions of the previous agreement from March 14, 1977 to December 31, 1977. Interim adjustments, including a 17¢ per hour general increase and an average .003¢ per hour increase to the increments between job grades, have been incorporated into this settlement and, where applicable, are included in the provisions reported below.

Wages:	Effective	<u>Mar. 15/77</u>	<u>June 15/77</u>	<u>Sept. 15/77</u>
	COLA Fold-in	37¢	16¢	16¢
	Job Grade Increment Increase	Average of .003¢		
	General Increases	35¢		
	Job Grade 1 (includes Labourer)	\$6.70 (\$5.98)*	\$6.86	\$7.02
	Job Grade 23 (includes Diemaker)	\$8.715 (\$7.935)*	\$8.875	\$9.035
	Effective	<u>Dec. 15/77</u>	<u>Mar. 15/78</u>	<u>Mar. 15/79</u>
	COLA Fold-in	13¢		
	General Increases		10¢	10¢
				30¢

	<u>Dec. 15/77</u>	<u>Mar. 15/78</u>	<u>Mar. 15/79</u>	<u>Mar. 15/80</u>
Job Grade 1 (includes Labourer)	\$7.15	\$7.25	\$7.35	\$7.65
Job Grade 23 (includes Diemaker)	\$9.165	\$9.265	\$9.365	\$9.665

*Previous rates shown above include COLA adjustments of 65¢ and 52¢ incorporated into the wage structure on April 15, 1975 and April 15, 1976, respectively.

Cost of Living Allowance: The 37-cent allowance as of March 15, 1977, generated under the previous agreement, and the 3 subsequent allowances calculated under the extension agreement are to be incorporated into the wage structure according to the schedule shown above. Additional quarterly calculations will be made throughout the new agreement on the basis of 1¢ for each .325 change in the Consumer Price Index, where 1961 equals 100. (Formula unchanged.) Any amounts forthcoming are to be rolled into wages in each quarter.

Paid Holidays: Commencing in 1979, the second Monday in February, or Heritage Day if legislated, is added for a total of 11 (10) days.

Paid Vacation: Effective January 1, 1978, 2 weeks after 1 (3) years.

Vacation Bonus: \$40 (\$30) for each week of regular vacation.

Health and Welfare: Life Insurance - Effective March 1, 1978, coverage equals two times annual base pay, to a maximum of \$22,000 (\$20,000).

Life Insurance for Retirees - Benefits are to be reduced at age 62. (Previously, benefits were reduced on date of retirement.)

Sickness and Accident Plan - The plan has been removed from the Job and Income Security Program, placed in an insured fund account and extensively revamped. Effective April 1, 1978, benefits will range from \$152 to \$200 per week, according to earnings level. Effective April 1, 1979, from \$164 to \$212. Effective April 1, 1980, from \$176 to \$224. Benefits are paid on a 1-1-8-52 basis, but may extend to 104 weeks for employees with 2 or more years of service who have applied for statutory disability benefits.

OHIP - Effective March 1, 1978, the employer pays 100% of the premiums in effect at that time for all active employees and retirees under age 65. (The employer paid 100% of the lower rates in effect under the previous agreement.) Retirees 65 or over will continue to receive a payment equivalent to the premium rates under the previous agreement.

Pension Plan: Basic Benefit - For employees retiring on or after April 1, 1977, \$15.00 (\$12.50) per month per year of service. For employees retiring on or after April 1, 1978, \$15.50 and for employees retiring on or after April 1, 1979, \$16.50.

Monthly Supplement - For employees retiring on or after April 1, 1977, \$300 (\$230). Payable to age 62 and subject to "carve out".

Pension Cap - Pension benefits (excluding supplements), plus any statutory benefits, are not to exceed 85% plus 1% for each year of service beyond 30 years, to a maximum of 100% of the monthly average of an employee's highest gross earnings in any 2 of the last 10 years of service prior to retirement. (Previously, limited to 85%.)

Existing Pensioners - Effective April 1, 1978, benefits for employees who retired prior to April 1, 1974 will be increased by \$15 per month. The cost of living allowance, periodically adjusted and paid to employees who retired between April 1, 1974 and March 1, 1977, will be frozen at its current level and incorporated into their monthly pension benefits. No additional allowance is to be calculated or paid.

Pension Eligibility - Effective January 1, 1980, employees will be entitled to a pension regardless of age at the time of retirement, provided they have a minimum of 10 years' service. (Previously, eligibility was limited by provincial statute.)

Supplemental
Unemployment
Benefit Plan:

This plan has been separated from the joint account held with the Sickness and Accident Plan. A new stipulation calls for the employer to contribute 5¢ per hour worked for any month in which assets fall below 100%.

Emco Limited at London - Local 2699, Steelworkers (AFL-CIO/CLC): A 12-month renewal agreement effective from August 15, 1977 to August 14, 1978, covering 300 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:

Lump sum payment of \$150 for employees working from August 15, 1977 to February 18, 1978.

Effective	Feb. 19/78
General Increase	31¢
Additional Adjustment	5% for skilled trades*
General Labour	\$5.11 (\$4.80)
Electrician Grade 3	\$7.15 (\$6.50)

*Note: Increase is subject to approval by the Anti-Inflation Board.

Cost of Living
Allowance:

Cost of living allowance is frozen at 25¢.

Effective December 1, 1978, if new agreement is not negotiated, cost of living clause of 1¢ per hour per 0.5 increase in the Consumer Price Index (1961=100), to be adjusted quarterly, will be reactivated.

MACHINERY

Howden Parsons Limited at Toronto - Local 637, Boilermakers (AFL-CIO/CLC): A 12-month renewal agreement effective from January 13, 1978 to January 12, 1979, covering 250 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	Jan. 13/78
	General Increase	6.7%
	General Labourer	\$5.77 (\$5.41)
	Maintenance (Elec. & Gen.)	\$7.78 (\$7.29)
Meal Allowance:	\$1.75 (\$1.50) for employees requested to work overtime without receiving 24 hours' notice.	

TRANSPORTATION EQUIPMENT

Spar Aerospace Products Ltd. at Toronto - Local 112, Auto Workers (CLC): A 32-month renewal agreement effective from February 12, 1978 to September 30, 1980, covering 325 employees, settled at the post mediation officer bargaining stage. Duration of negotiations - 7 months.

Wages: The general increase, additional adjustment and inequity adjustment are retroactive for all hours worked between October 1, 1977 and February 12, 1978.

Effective	Feb. 12/78
General Increases	3%
Additional Adjustment	1½%-2½%, depending on Wage Group
Add-on Fold-in	15¢ for Skilled Trades Groups
COLA Fold-in	\$1.00
Skilled Trades Adjustments	5¢
Wage Group 1 (includes Labourer)	\$6.27-\$6.37 (\$5.04-\$5.14)
A/S Gr. 4 (3) (Gear Machinist)	\$7.65-\$7.75 (\$6.14-\$6.24)
Skilled Trades Group 3 (includes Tool and Die Maker)	\$7.92-\$7.97 (\$6.37-\$6.42)

Effective	<u>Oct. 1/78</u>	<u>Oct. 1/79</u>
General Increases	3%	3%
Skilled Trades Adjustments	5¢	5¢
Wage Group 1 (includes Labourer)	\$6.46-\$6.56	\$6.65-\$6.76
A/S Gr. 4 (3) (Gear Machinist)	\$7.88-\$7.98	\$8.12-\$8.22
Skilled Trades Group 3 (includes Tool and Die Maker)	\$8.21-\$8.26	\$8.50-\$8.55

Maximum rates are reached upon completion of probationary period of 60 days of work.

**Cost of Living
Allowance:**

The COLA float following the February 12, 1978 fold-in was 9¢. Effective date of ratification, the 8-cent COLA diversion into the Dental Plan under the terms of the previous contract ceases. As a result, the COLA float increases to 17¢.

1¢ per hour for each full 0.3 (0.4) change in the Consumer Price Index, where 1971 (previously, 1961) equals 100 and the Index base is 161.6-161.8 = 17¢ (previously, 172.2 = 8¢). To be adjusted quarterly.

Shift Premium:

Effective October 1, 1978, 0-22¢-28¢ (0-20¢-26¢).

Paid Holidays:

If proclaimed a holiday, Heritage Day is added, for a total of 13 (12) days in the 1977-78 and 1978-79 contract years and 14 (13) days in the 1979-80 contract year.

**Bereavement
Leave:**

Effective February 12, 1978, employee's grandparent is added for 1 day's paid leave (new).

**Health and
Welfare:**

Life Insurance - Effective February 12, 1978, benefits range between \$10,500 and \$15,500 (\$10,500 and \$13,000), based on wages.

A.D. and D. - Effective February 12, 1978, benefits range between \$5,250 and \$7,750 (\$5,250 and \$6,500), based on wages.

Weekly Indemnity - Effective February 12, 1978, benefits range between \$135 and \$185 (\$135 and \$160), based on wages. Benefits are payable on a 1-1-5-52 (previously, 1-1-6-52) basis.

Extended Disability Benefit - Effective February 12, 1978, monthly benefits range between \$415 and \$630 (\$415 and \$525), based on wages.

Major Medical Plan - Effective February 12, 1978, benefits improve to include prescription eyeglasses. Deductible of \$25. 80%/20% co-insurance.

Dental Plan - Effective October 1, 1978, payments are based on the 1976 (1974) Ontario Dental Association fee schedule.

Note: Common-law spouse is eligible for benefits under the the Health and Welfare Program (new).

Pension Plan: Basic Benefit - Effective February 12, 1978, \$9 (\$8) per month per year of service. Effective October 1, 1978, \$9.50. Effective October 1, 1979, \$10. Increases are applicable to both present and future retirees.

Election of Spouse Option - Effective February 12, 1978, reduction in pension payable to employees choosing this option equals 5%, decreased or increased by $\frac{1}{2}\%$ for each year, up to twenty years, that the spouse's age is less than or greater than the employee's age. $\frac{1}{2}\%$ alteration formula does not apply where difference in age is less than 5 years. (Previously, reduction was 10%, decreased or increased by $\frac{1}{2}\%$ for each year, up to twenty years, that the spouse's age was less than or greater than the employee's age.)

Note: Common-law spouse is eligible for benefits under the Pension Plan (new).

Per Diem Allowance: Effective February 12, 1978, \$25 (\$20) per day for out-of-town assignments after 30 days.

Relocation Allowance: Allowance is to be paid according to the following schedule:

Miles Between Plants	Amount
55-99	\$ 585 (\$535)
100-299	\$ 700 (\$650)
300-499	\$ 825 (\$775)
500-799	\$ 950 (\$900)
800 & over	\$1,150 (\$1,100)

Training Program (new): To be instituted.

International Harvester Company of Canada Limited at Chatham - Local 35, Auto Workers (CLC) (clerical and technical employees):
A 36-month renewal agreement effective from February 1, 1978 to January 31, 1981, covering 215 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	Feb. 1/78	Feb. 1/79
Increases		6.99% or 3% plus 19¢, whichever is greater	3% up to \$285.30, 4% thereafter

COLA Fold-in \$1.29 per hour

Weekly Rates

Grade 3 (includes Clerk-Typist 1)	\$238.67-\$270.42 (\$174.24-\$204.52)	\$245.83-\$278.53
Grade 12 (includes Layout Draftsman 1)	\$308.40-\$385.45 (\$240.02-\$312.04)	\$320.74-\$400.87

Effective

Feb. 1/80

Increases

3%

Grade 3 (includes
Clerk-Typist 1)

\$253.21-\$286.89

Grade 12 (includes
Layout Draftsman 1)

\$330.36-\$412.90

Probationary period is 2 months worked. Maximum rates reached after two 6-month and two 12-month increases.

Cost of Living
Allowance:

5-cent COLA float continues.

1¢ per 0.3 change in the average Combined United States-Canada Consumer Price Index. Calculated quarterly. (Formula is unchanged except that the CPI for Canada will be converted from a 1961 base to a 1967 base.) Diversion of 10¢ of COLA to finance the dental plan no longer applies.

Shift Premium:

0-31¢-38¢ (0-23¢-31¢). Second and third shift employees receive shift premium for statutory holidays (new).

Paid Holidays:

Heritage Day is being added as a new statutory holiday and the Christmas shutdown period has been consolidated to 7 days per year, for a total of 14 holidays in each year of the agreement.

Paid Vacation:

3 weeks after 1 year, 4 weeks after 3 years, 5 weeks after 10 years, 5 weeks plus 1 week of paid absence allowance (see below) after 20 years. (Previously, 2 weeks after 1 year, 2½ weeks after 3 years, 3 weeks after 5 years, 3½ weeks after 10 years, 4 weeks after 15 years and 5 weeks after 20 years.)

Paid Absence
Allowance:

Eligible employees may elect to use 1 week of their vacation each year as paid absence allowance for personal days off. Employees with 20 or more years of service may elect to receive pay in lieu of taking the paid absence. (Previously, 20 hours of vacation time for employees with 3 or 4 years of service and 40 hours of vacation time for employees with 5 or more years of service were designated as paid absence allowance.)

Jury and Court
Witness Pay:

Employer pays the difference between employee's regular salary and fees received by the employee for jury and court witness duty, for the entire shift. (Previously, paid for the entire shift, only if dismissed by the court at or after 11:30 a.m..)

Health and
Welfare:

Life Insurance - \$12,500-\$22,500 (\$10,000-\$17,000) coverage for active employees; \$3,000 (\$2,000) coverage for employees retiring under this agreement.

A.D. & D. - \$6,250-\$11,250 (\$4,500-\$8,000) coverage.

Weekly Sickness and Accident - \$134-\$240 (\$120-\$190) per week. Benefits apply for disability absence related to pregnancy prior to the date an employee goes on maternity leave (new).

Long Term Disability - \$460-\$860 per month for employees with less than 10 years of service and \$480-\$945 per month for employees with 10 or more years of service. Benefits will apply for pregnancy disabilities as noted above. (Previously, one schedule ranging to a maximum of \$655 per month.)

Total and Permanent Disability (new) - \$250-\$450 per month. Eligible employees may receive up to 50 monthly instalments of \$20 for each \$1,000 of life insurance.

Transition Survivor Benefit - \$250 (\$200 or \$225) per month for survivor of employee at work on or after April 1, 1978. Minimum benefit is \$150 (\$100) per month after statutory offsets. Maximum reduction is \$100 per month.

Bridge Survivor Benefit - \$250 (\$200) per month less statutory offsets.

Vision Care - Effective June 1, 1978, plan will include bi-focals - up to \$30, tri-focals - up to \$40, lenticular - up to \$50 and contact lenses - \$30.

Durable and Prosthetic Medical Equipment (new) - Effective April 1, 1978, benefits cover active employees, dependents, and surviving spouses.

Dental Plan - Effective April 1, 1978, the plan covers 100% (80%) of expenses based on the current (1973) Ontario Dental Association fee schedule, with appraisal charges increased to \$125 (\$100) and orthodontic coverage set at \$750 (\$500) per life-time.

Coverage applies for active employees after 3 (2) months of service and has been extended to include employees on layoff, sickness and accident or L.T.D. benefits as well as retirees and surviving spouses.

Employer pays cost of plan (previously, paid through COLA diversion).

Pension Plan:

General - The plan has been extensively revamped. Highlights of the new plan are reported below.

Life Income (Basic Benefit for Current Retirees and Eligible Survivors) - Effective July 1, 1977, benefits are increased by 75¢; effective October 1, 1978, by a further 50¢; and effective October 1, 1979, by an additional 50¢. Increases do not reduce any special allowance as was the case in the past.

Life Income (Basic Benefit for Employees Retiring with Pension Commencing on or after July 1, 1977):

<u>Benefit Class</u>	<u>July 1/77</u>	<u>Oct. 1/78</u>	<u>Oct. 1/79</u>
A	\$11.25	\$11.75	\$14.25
B	\$11.50	\$12.00	\$14.50
C	\$11.75	\$12.25	\$14.75
D	\$12.00	\$12.50	\$15.00

The above life income benefits are not reduced by Early Retirement Factor for Disability and Special Early Retirements (unchanged).

Temporary Benefits for Disability and Special Early Retirements on or after July 1, 1977 - In addition to the Life Income Benefit, eligible employees not receiving a Canada Pension Plan Disability Pension will receive a temporary benefit, until attaining statutory benefit age, of \$9 per month per year of service, to a maximum of \$225 per month, effective July 1, 1977 and \$11 per month per year of service, to a maximum of \$275 per month, effective October 1, 1979.

Supplemental Allowance (For Retirements after July 1, 1977)

Effective July 1, 1977, employees retiring with 30 or more years of service may retire at any age with no reduction in supplemental allowance.

<u>Employees Retiring with Benefits Commencing</u>	<u>Total Monthly Benefit to Statutory Benefit Age</u>
July 1, 1977	\$650
October 1, 1978	\$675
October 1, 1979	\$700

The supplemental allowance is the above total monthly benefit reduced by the basic pension and, if applicable, the full temporary benefit the employee receives or would have received had he not been eligible for the CPP Disability Pension.

Employees with less than 30 years of service retiring after July 1, 1977 will have the supplemental allowance reduced in accordance with the number of months retirement preceded age 60.

Supplementary
Unemployment
Benefit Plan:

Maximum Funding Level - \$1,000 (\$450) per employee.

Employer Contribution - 0 to 15¢ the first year (previously, 0 to 14¢); 0 to 16¢ the second year; and 0 to 17¢ the third year per compensated hour.

Guarantees and Special Funding (new)

In addition to payments for scheduled short work week benefits, all unscheduled short work week benefits will be paid for employees with 10 years or more service, regardless of fund level.

Effective April 1, 1978, if the S.U.B. fund drops to a level where benefits would not be payable to employees with less than 10 years of service, an Advance Credit Account will be funded to a maximum of \$100 times the number of employees involved. When the S.U.B. fund returns to 70% of maximum, the employer will recover 5¢ per hour from S.U.B. contributions.

Effective April 1, 1978, a Guaranteed Benefit Account equal to \$200 times the number of employees involved will be established for employees with 10 or more years of seniority, if previous funding obligations prove insufficient to pay weekly benefits.

Employees with more than 20 years' service will no longer have their weekly benefits reduced by 20% if the fund falls below a designated level.

Maximum Weekly Supplemental Benefit - \$100 (\$90).

Pre-retirement
Leave Benefit:

Employees with 30 or more years of service may elect to take leave in accordance with the following table. Pay is at the rate provided under the Sickness and Accident Plan.

<u>Age</u>	<u>New</u> <u>Length of Leave</u>	<u>Age</u>	<u>Previously</u> <u>Length of Leave</u>
Prior to 52	1 week	55	1 week
52	2 weeks	56	2 weeks
53	2 weeks	57	3 weeks
54	3 weeks	58 and over	4 weeks
55	3 weeks		
56 and over	4 weeks		

Daal Specialties (Canada) Ltd. at Collingwood - Local 1474, Auto Workers (CLC)
(production employees): A 24-month renewal agreement effective from January 20, 1978 to January 19, 1980, covering 600 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

<u>Wages:</u>	<u>Effective</u>	<u>Jan. 20/78</u>	<u>Jan. 20/79</u>
General		50¢	50¢
Increases			
Adjustments:			
Skilled Trades		25¢	
Tractor-Trailer		20¢	
Driver			
Reclassification		10¢	
Adjustment			
(limited number)			
Assembler		\$4.65 (\$4.15)	\$5.15
Electrician		\$6.00 (\$5.25)	\$6.50
Die Repair		\$6.15 (\$5.40)	\$6.65

Shift Premium: 0-15¢-22¢ (0-12¢-17¢).

Paid Holidays: Easter Monday is added for a total of 12 (11) days.

Paid Vacation: 5 weeks (new) after 20 years.

Health and Welfare: Life Insurance and A.D. & D. - Effective the first year, \$7,000 (\$6,000). Effective the second year, \$8,000.

Weekly Indemnity - Effective the first year, \$80 (\$60) per week, payable on a 1-1-8-26 basis. Effective the second year, \$90 per week.

Safety Shoe Allowance (new): \$10 towards purchase of one pair per year for employees working in a designated area.

Paid
Educational
Leave (new):

The program, to be administered by the Union, will be funded by the employer at the rate of 1¢ per employee hour worked.

S.K.D. Manufacturing Co. Limited at Amherstburg - Local 89, Auto Workers (CLC):

A 36-month renewal agreement effective from December 5, 1977 to December 4, 1980, covering 451 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>Dec. 5/77</u>	<u>Jan. 1/78</u>
	Cola Fold-In	\$1.12	\$.12
	General Increases	4.2%	
	Grade 16 (includes General Help)	\$7.26-\$7.46 (\$5.84-\$6.04)	\$7.38-\$7.58
	Grade 3 (includes Tool and Die Maker)	\$8.64-\$8.84 (\$7.16-\$7.36)	\$8.76-\$8.96
	Effective	<u>Dec. 5/78</u>	<u>Dec. 5/79</u>
	General Increases	3.2%	2.6%
	Grade 16 (includes General Help)	\$7.50-\$7.70	\$7.70-\$7.90
	Grade 3 (includes Tool and Die Maker)	\$8.92-\$9.12	\$9.16-\$9.36

Probationary period is 45 calendar days. Maximum rates are reached after six months.

Cost of Living Allowance: Effective January 1, 1978, COLA float becomes 12¢ and is folded into the wage rates.

1¢ per hour for each .3 (.4) increase in the Consumer Price Index, where 1971 (previously, 1961) equals 100.

Shift Premium: Effective December 5, 1977, 0-20¢-25¢ (0-18¢-21¢). Effective December 5, 1978, 0-21¢-30¢.

Call-in Pay: 3 (2) hours' pay at straight time in addition to actual hours worked.

Paid Holidays: Effective December 5, 1977, the third Monday in February or Heritage Day, if proclaimed, is added, for a total of 15 (14) days. Effective December 5, 1979, one floating holiday is added for a total of 16 days.

Paid Vacation: 4 weeks after 10 (12) years' service, 5 weeks after 18 (22) years and 5 weeks plus 2 days (new) after 25 years.

Bereavement Leave: Brother-in-law, sister-in-law and step-children are included in up to 3 days' paid leave for immediate family.

Court Witness Leave: Employee receives the difference between regular pay and crown witness pay.

Education Leave Fund: Effective February 3, 1978, employer contributes 1¢ per hour for all hours worked (new).

Health and Welfare: Life Insurance - Effective March 1, 1978, \$12,000 (\$11,000).
Extended Health Care Plan (new) - Effective December 5, 1978, employer pays 100% of cost of premiums.
Weekly Indemnity Plan - Effective March 1, 1978, benefits increase to \$150 (\$120) per week, payable, as previously, on a 1-4-52 basis. Effective December 5, 1978, \$165 per week. Effective December 5, 1979, \$175 per week.
Dental Plan - Effective March 1, 1978, employer pays 100% of cost of Green Shield Plan Plus 2. (Previously, Green Shield Basic 100 Plan.)

Pension Plan: Effective March 1, 1978, \$9.00 (\$8.00) per month per year of service. Effective December 5, 1978, \$10.00. Effective December 5, 1979, \$11.00.

Effective March 1, 1978, employee has option of retirement with full pension at age 62 with 30 years' service.

Effective March 1, 1978, \$7.00 (\$6.50) per month per year of service for present retirees. Present retirees also receive a 200-dollar lump sum payment. Payable once only.

Clothing Allowance: Employer pays 100% of cost of shop coats or coveralls for die repairman (new).

Meal Allowance: \$3.00 (\$2.50) after 1 hour of overtime.

Safety Shoe Allowance: Effective in the first contract year, \$20 (\$10) per year. Effective in the second contract year, \$25.

ELECTRICAL PRODUCTS

Beach Appliances International Limited at Ottawa - Local 641, Auto Workers (CLC): A 36-month renewal agreement effective from November 1, 1977 to October 31, 1980, covering 300 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Nov. 1/77</u>	<u>Nov. 1/78</u>	<u>Nov. 1/79</u>
Increases		15¢ for incentive employees, 20¢ for day workers	20¢ for incentive employees, 25¢ for day workers	20¢ for incentive employees, 25¢ for day workers

	<u>Nov. 1/77</u>	<u>Nov. 1/78</u>	<u>Nov. 1/79</u>
Labour Grade 1 (includes General Helper)	\$4.40 (\$4.20)	\$4.65	\$4.90
Labour Grade 12 (includes Tool and Die Maker, 1st Class)	\$6.50 (\$6.30)	\$6.75	\$7.00
Cost of Living Allowance:	85¢ COLA generated during the term of the previous agreement remains as a float. Effective November 1, 1977, 1¢ per hour per 0.34 increase in the Consumer Price Index (1971=100). To be adjusted quarterly. (Previously, 1¢ per hour per 0.45 increase in the CPI, 1961=100). Effective November 1, 1978, 1¢ per hour per 0.30 increase.		
Paid Holidays:	Effective November 1, 1978, Remembrance Day and one floating day are added for a total of 14 (12) days.		
Paid Vacation:	Effective November 1, 1977, 3 weeks or 7% vacation pay after 10 (15) years, 3 weeks or 8% vacation pay after 15 years, 4 weeks or 8% vacation pay after 18 years, 4 weeks or 10% vacation pay after 20 (23) years and 5 weeks or 10% vacation pay after 25 years (new).		
Health and Welfare:	<u>Life Insurance and A.D. & D.</u> - Effective November 1, 1977, \$10,000 (\$8,000). Effective November 1, 1978, \$12,000. <u>Major Medical Plan</u> - Employer pays 100% of cost of premiums for plan with \$20 (\$25/\$50) deductible. <u>Drug Plan</u> - Employer pays 100% of cost of premiums for new drug plan with deductible of 35¢ per prescription.		
Pension Plan:	Effective November 1, 1977, basic benefit is \$7.00 (\$6.00) per month per year of service, to a maximum of 15 years. Supplementary pension is \$7.00 per month per year of service, to a maximum of 12 years (previously, \$72 per month). Effective November 1, 1978, \$8.00 per month per year of service.		
Education Allowance:	Employer contributes 1¢ per hour (new).		
Safety Shoe Allowance:	Effective November 1, 1977, employer contributes \$20 per year towards the cost of safety shoes (\$4 per pair, to a maximum of 2 pairs annually). Effective November 1, 1978, \$25 annually.		

NON-METALLIC MINERAL PRODUCTS

Fiberglas Canada Ltd. at Sarnia - Local 9-14, Oil, Chemical and Atomic Workers (AFL-CIO/CLC) (hourly-rated employees): A 12-month renewal agreement effective from February 1, 1978 to January 31, 1979, covering 540 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Feb. 1/78</u>
	General Increase	6%
	Labourer	\$6.44 (\$6.08)
	1st Class Tradesman (includes Machinist)	\$9.15 (\$8.63)
Shift Premium:	0-37¢-55¢ (0-35¢-52¢).	
Bereavement Leave:	Grandchild is added for 3 days' paid leave (new).	
Health and Welfare:	<u>Life Insurance</u> - Effective March 1, 1978, \$22,000 to \$27,000 (\$17,000 to \$19,000), according to earnings level. <u>Weekly Indemnity</u> - Effective March 1, 1978, there are 3 benefit rates scaled according to earnings' level: \$160, \$175 and \$190. (Previously, \$147.50, \$157.50 and \$167.50.) <u>Long Term Disability</u> - Effective March 1, 1978, qualification period is reduced to 3 (5) years' seniority. Benefit is 55% of salary, with a minimum payment of \$500 (\$400) per month.	
Safety Shoe Allowance:	\$40 per year. (Previously, \$30 in the first year and \$15 in each subsequent year.)	
Pre-Retirement Course (new):	"How-to-adjust-to-retirement" course is to be sponsored by the employer.	

CHEMICAL AND CHEMICAL PRODUCTS

Polysar Corporation Ltd. at Sarnia - Local 9-14, Oil, Chemical and Atomic Workers (AFL-CIO/CLC) (hourly-rated employees): A 12-month renewal agreement effective from March 8, 1978 to March 7, 1979, covering 1,550 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Mar. 8/78</u>
	General Increase	6%
	Labourer	\$6.53 (\$6.16)
	Electrician	\$9.15 (\$8.63)
Shift Premium:	0-37¢-55¢ (0-35¢-52¢).	
Dirty Work Bonus:	30¢ (20¢) per hour. A minimum of 4 hours' premium will be paid whenever it is applied (unchanged).	
Bereavement Leave:	Definition of "immediate family" is extended to include grandchildren for up to 3 days' paid leave.	
Health and Welfare:	<u>Weekly Indemnity</u> - Effective April 1, 1978, \$155 to \$200 (\$150 to \$175) per week.	

Long Term Disability - Effective April 1, 1978, a minimum of \$500 (\$400) per month from all sources. The employer will assume any increased cost in premiums after an employee is placed on L.T.D. (new).

Effective April 1, 1978, employees on L.T.D. and employees subsequently placed on L.T.D. will commence receiving credited service for pension purposes from April 1, 1978 onward.

Pension Plan: Present Retirees - An increase in benefits ranging from a minimum of \$10 per month to a maximum of \$52.50 per month, according to years of credited service and year of retirement.

Safety Shoe Allowance: Maximum is \$40 per year. (Previously, \$30 in the first year and \$15 per year thereafter.)

Pay for Contract Negotiations (new): The employer will compensate up to 5 union members for any lost time due to contract negotiations, up to conciliation.

EDUCATION AND RELATED SERVICES

Bruce County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 210 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 12 months.

Wages:	Effective	Sept. 1/77
	Increase	\$ 400-\$1,400
	Teacher - Category 1	\$9,300-\$12,700
	0 - 5 years	(\$8,600-\$11,900)
	Teacher - Category 7	\$14,000-\$25,500
	0 - 11 years	(\$13,600-\$24,100)

Sick Leave: Maximum of 220 (200) days may be accumulated.

Health and Welfare: Life Insurance - Employer pays 75% of cost of plan providing coverage of 2½ times salary (2½ times salary, to a maximum of \$30,000).

Lakehead Board of Education - Local 268, Service Employees International Union (AFL-CIO/CLC): A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 250 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 4 months. (The previous agreement was terminated early and expired on December 31, 1977 instead of December 31, 1978, as negotiated.)

Wages:	Effective	Jan. 1/78
	Increase	32¢-56¢

Jan. 1/78

Cafeteria Assistant	\$4.003-\$4.281 (\$3.683-\$3.961)
Head Custodian (Secondary School)	\$6.740-\$6.950 (\$6.180-\$6.390)

Previous rates reflect a roll-back by the Anti-Inflation Board.

Probationary period is 30 days. Maximum rates are reached after 18 months.

Cost of Living Provision: Suspended.

Shift Premium: 0-18¢-23¢ (0-15¢-20¢).

Mileage Allowance: 30¢ per mile for the first 2,000 miles, 25¢ per mile for the next 3,000 miles and 21¢ per mile for any additional mileage. (Previously, 25¢ per mile for the first 2,000 miles, 20¢ per mile for the next 5,000 miles and 18¢ per mile for over 7,000 miles.)

Lincoln County Board of Education - Local 1442, Canadian Union of Public Employees (CLC) (office, clerical and technical employees): A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 220 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/78</u>
	General Increase	\$22 bi-weekly
	<u>Bi-Weekly Salaries</u>	
	Level 1 (Mail Clerk)	\$290-\$343 (\$268-\$321)
	Level 9 (Architectural Technologist)	\$567-\$748 (\$545-\$726)

Probationary period is 3 months. Maximum rates for Level 1 reached after 3 annual increases and, for Level 9, after 5 annual increases.

Health and Welfare: Dental Plan - Payments are based on the 1977 (1976) fee schedule.

Simcoe County Board of Education - Ontario Public Service Employees Union (OPSEU) (Ind.) (office, clerical and technical employees): A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 219 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Jan. 1/78</u>
	General Increase	5.4%

Jan. 1/78

Group A (includes Junior Clerk)	\$3.68-\$4.43 (\$3.49-\$4.20)
Group E (Buyer)	\$6.07-\$7.96 (\$5.76-\$7.55)

Probationary period is 3 months. Maximum rates are reached on merit.

Paid Vacation:	4 weeks after 10 (12) years' service.
Bereavement Leave:	Up to 3 (1) days' paid leave in the event of the death of a grandchild.
Mileage Allowance:	To be based on Board policy. Currently, 23¢ per mile for miles up to 5,000, 20¢ per mile for miles between 5,001 and 15,000 and 15¢ per mile for miles over 15,000 in a school year. (Previously, 19¢ per mile.)

HEALTH AND WELFARE SERVICES

Northwestern General Hospital at Toronto - Local 68, Ontario Nurses' Association (Ind.) (registered and graduate nurses): A 24-month renewal agreement effective from October 1, 1976 to September 30, 1978, covering 215 employees, settled at the conciliation officer stage. Duration of negotiations - 14 months.

Wages: Special Hiring Rate (new) - Effective date as determined by the Arbitration Board for Ottawa General and Toronto East General Hospitals, Registered Nurses who are hired with less than 1 year of clinical experience receive \$1,115 per month. Effective October 1, 1977, special hiring rate increases to \$1,190 per month. After 6 months' service the minimum rates shown below are paid.

The desirability of maintaining the special hiring rate will be reviewed upon the expiration of the agreement.

Effective	<u>Oct. 1/76</u>	<u>Oct. 1/77</u>
General Increases	\$93 per month*	\$75 per month*
Registered Nurse	\$1,208-\$1,408 (\$1,115-\$1,315)	\$1,283-\$1,483
Assistant Head Nurse	\$1,245.44-\$1,445.44 (\$1,152.44-\$1,352.44)	\$1,320.44-\$1,520.44
Casual Part-time Registered Nurse	\$55.75 (\$54.44)	\$59.22

Probationary period is 60 worked tours or 3 months. Maximum rates for Registered Nurse reached after seven annual increases.

*Note: Increases are subject to approval by the Anti-Inflation Board.

Shift Premium: Effective February 2, 1978, 0-\$1.65-\$1.65 (0-\$1.55-\$1.55).

Standby Pay: Effective February 2, 1978, \$10.00 (\$8.50) per complete shift of standby duty.

Paid Vacation: Effective February 2, 1978, 5 weeks (new) after 22 years' service.

Bereavement Leave: 1 day's paid leave (new) for death of brother-in-law and sister-in-law.

Sick Leave: 100 (80) days' maximum accumulation.

Health and Welfare: Semi-Private Hospitalization Plan - Effective February 2, 1978, employer pays 100% (new) of cost of premiums.

Effective October 1, 1976, casual part-time Registered Nurses receive 7% (6%) in lieu of fringe benefits. Effective October 1, 1977, lieu payment increases to 8%.

Transportation Allowance: \$4.00 (\$2.00) per tour, when there is no public transportation available, for nurses required to leave or report to work between 2400 hours and 0600 hours.

Toronto East General and Orthopaedic Hospital, Inc. - Ontario Nurses' Association (Ind.): Two 24-month renewal agreements effective from October 1, 1976 to September 30, 1978, covering a total of 550 (450 full-time and 100 part-time) nurses, settled by arbitration. Duration of negotiations - 18 months.

Holdback: Pending approval by the Anti-Inflation Board of the increases shown below, the employer will implement an interim adjustment of \$70 per month retroactive to October 1, 1976, and \$60 per month retroactive to October 1, 1977.

Wages:	Effective	<u>Oct. 1/76</u>	<u>Oct. 1/77</u>
General Increases		\$93 per month	\$75 per month
Adjustments (see "Differential" below)			
<u>FULL-TIME</u> (monthly rates)			
Registered Staff Nurse* 0-7 years	\$1,208-\$1,408 (\$1,115-\$1,315)		\$1,283-\$1,483
Charge Nurse 2 0-7 years	\$1,236-\$1,442 (\$1,141.91-\$1,347.76)		\$1,313-\$1,519
Assistant Head Nurse 0-7 years	\$1,260-\$1,470 (\$1,165.31-\$1,375.84)		\$1,338-\$1,548

Part-time and Casual Rates - Increases will be commensurate with those provided for a full-time Registered Staff Nurse.

Differential - Following application of the scheduled general increases, the rates effective October 1, 1976 and October 1, 1977 for Assistant Head Nurse, Team Leaders and Charge Nurse were adjusted to maintain the differential over a Registered Staff Nurse that existed under the previous agreement.

*Special Start Rate - Effective April 5, 1977, Registered Staff Nurses and Non-registered Graduate Nurses who are hired with less than 1 year of clinical experience are paid at the rate of \$1,115 and \$1,038.05 per month, respectively. Effective October 1, 1977, these rates will be increased to \$1,190 and \$1,113.95, respectively. Upon completion of 6 months' service, advancement will be made to the regular salary grid, with full credit for the 6 months already worked.

Shift Premium: Effective February 24, 1978, 0-\$1.65-\$1.65 (0-\$1.55-\$1.55) per shift.

Standby Pay: Effective February 24, 1978, \$10.00 (\$8.50) per shift.

Paid Holidays: 10 designated days (unchanged) plus a renewal of the non-recurring, floating, personal, non-premium holiday provided by the previous agreement. Part-time employees receive 1 additional day, to be observed on the anniversary date of employment, for a total of 9 days.

Paid Vacation: Effective in 1978, 5 weeks (new) after 21 years for all nurses including Assistant Head Nurse and Charge Nurse.

Annual Vacation Pay (Part-time Nurses): After at least 1 year of employment, 4% of gross salary is received for first 200 tours and 6% thereafter. (Previously, 4% of gross salary during the preceding year was received.)

Sick Leave: 1½ days (1 day) per month, to a maximum of 18 (12) days per year.

Health and Welfare: Semi-Private Hospitalization (new) - The employer will pay 100% of the billed premiums for each full-time eligible employee.

Negotiation Pay: Up to 4 (3) full-time employees and 1 (previously not stated) part-time employee will be reimbursed by the employer for work time lost due to negotiations.

Printing Cost for Collective Agreement Book: To be shared equally by employer and employees (new).

Toronto General Hospital - Ontario Nurses' Association (Ind.) (full and part-time nurses): A 24-month renewal agreement effective from October 1, 1976 to September 30, 1978, covering 795 employees, settled at the post-conciliation bargaining stage and prior to the convening of a scheduled arbitration hearing. Duration of negotiations - 18 months.

Holdback: Pending approval by the Anti-Inflation Board of the increases shown below, the employer will implement an interim adjustment of \$70 per month, retroactive to October 1, 1976, and \$60 per month, retroactive to October 1, 1977.

Wages:	<u>Effective</u>	<u>Oct. 1/76</u>	<u>Oct. 1/77</u>
	General Increases	\$93 per month	\$75 per month

Adjustments
(see "Differential"
below)

FULL-TIME
(monthly rates)

Registered Staff Nurse*	\$1,208-\$1,408 (\$1,115-\$1,315)	\$1,283-\$1,483
0-7 years		

Assistant Head Nurse	\$1,258-\$1,458 (\$1,162-\$1,362)	\$1,333-\$1,533
0-7 years		

PART-TIME
(tour rates)

Registered Staff Nurse	\$55.75-\$64.98 (\$51.46-\$60.69)	\$59.22-\$68.45
------------------------	--------------------------------------	-----------------

The above part-time rates apply to nurses who regularly work more than 24 hours per week but less than the normal full-time hours. Rates vary according to the number of tours worked since July 1, 1974, with the maximum reached after 1400 tours.

Differential - Following application of the \$93 per month general increase effective October 1, 1976, rates for Assistant Head Nurse were adjusted to maintain the differential (in percentage terms) with Registered Staff Nurse rates that existed under the previous contract.

*Special Start Rate - Effective the first full pay period after April 5, 1977, registered nurses and non-registered graduate nurses who are hired with less than 1 year of clinical experience will be paid at the rates of \$1,115 per month and \$1,040 per month, respectively. Effective October 1, 1977, these rates will be increased to \$1,190 per month and \$1,115 per month, respectively. Upon completion of 6 months' service, advancement will be made to the regular salary grid, with full credit for the 6 months already worked.

Shift Premium: Effective the first full pay period following ratification, 0-\$1.65-\$1.65 (0-\$1.55-\$1.55) for 4 hours or more worked per afternoon or night shift.

Standby Pay: Effective the first full pay period following ratification, \$10.00 (\$8.50) per shift.

Paid Holidays: 10 designated days (unchanged) plus a renewal of the non-recurring, floating, personal, non-premium holiday provided by the previous agreement.

Paid Vacation: Effective in 1978, 5 weeks after 22 (25) years for all nursing classifications including Assistant Head Nurse.

Welland County General Hospital at Welland - Local 89, Ontario Nurses' Association (Ind.) (registered and graduate nurses, full and part-time): A 24-month renewal agreement effective from October 1, 1976 to September 30, 1978, covering 260 employees, settled at the conciliation officer stage. Duration of negotiations - 17 months.

Wages: Special Hiring Rate (new) - Effective April 5, 1977, Registered Staff Nurses who are hired with less than 1 year of clinical experience receive \$1,115 per month. Effective October 1, 1977, special hiring rate increases to \$1,190 per month. Similarly, \$1,030.76 and \$1,105.76 for Non-Registered Staff Nurses, \$51.46 and \$54.92 for Regular P.T. Registered Nurses and \$47.57 and \$51.03 for Regular P.T. Non-Registered Nurses. After 6 months' service, the start rate of the applicable salary range is paid and the employee is treated as having completed 6 months' service at that rate on the grid.

The desirability of maintaining the special hiring rate will be reviewed upon the expiration of the agreement.

Effective	<u>Oct. 1/76</u>	<u>Oct. 1/77</u>
General Increases	\$93 per month*	\$75 per month
Registered Staff Nurse	\$1,208-\$1,408 (\$1,115-\$1,315)	\$1,283-\$1,483
Regular P.T. Registered Nurse	\$55.75-\$64.98 (\$51.46-\$60.69)	\$59.21-\$68.45

Probationary period is 60 tours worked. Maximum rates are reached after seven annual increases.

*Note: Increases are subject to approval by the Anti-Inflation Board. \$70 is payable immediately.

Shift Premium: Effective February 15, 1978, 0-\$1.65-\$1.65 (0-\$1.55-\$1.55) per shift.

Standby Pay: Effective February 15, 1978, \$10.00 (\$8.50) per tour. When required to stand by for two consecutive tours, \$20 (\$17).

Paid Vacation: Effective October 1, 1977, 5 weeks (new) after 22 years' service.

Sick Leave Cash Out: Nurses may cash out 50% of their accumulated sick leave credits after 5 years' service, to a maximum of 60 days' pay. (Previously, cash out was permitted only in the event of retirement or death.)

Part-time Nurses: Pay in Lieu of Fringe Benefits - Regular P.T. Registered Nurses receive 9% of their basic rate of pay in lieu of fringe benefits, and Casual P.T. Registered Nurses receive 6% in lieu of same (unchanged).

LOCAL ADMINISTRATION

Hamilton City Corporation - Local 167, Canadian Union of Public Employees (CLC) (inside employees): A 12-month renewal agreement effective from February 1, 1978 to January 31, 1979, covering 447 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	Feb. 1/78
	General Increase	5.5%
	Clerk Typist III	\$166.48-\$179.96 (\$157.80-\$170.58)
	Draftsman I	\$276.82-\$331.52 (\$262.39-\$314.24)
	Systems Analyst	\$441.60-\$526.02 (\$418.58-\$498.60)

Probationary period is 60 working days. Annual increases are granted on merit. Maximum rates for Clerk Typist III may be reached after 2 annual increases and, for Draftsman I and Systems Analyst, after 4 annual increases.

Paid Vacation: 5 weeks plus 1 day after 26 years of service, 5 weeks plus 2 days after 27 years, 5 weeks plus 3 days after 28 years and 5 weeks plus 4 days after 29 years (new).

Meal Allowance: \$3.50 (\$3.00) after 2 hours of overtime.

London City Corporation - Local 101, Canadian Union of Public Employees (CLC):
A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 320 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	Jan. 1/78
	Increase	\$510 for Classifications 1 to 7; \$830 for Classi- fications 8 to 14
	Job Class 2 (includes Jr. Clerk)	\$7,300-\$10,340 (\$6,790-\$ 9,830)
	Job Class 12 (includes Planner)	\$13,860-\$20,535 (\$13,030-\$19,705)

Probationary period is 90 calendar days. Maximum rates for Jr. Clerk reached after 30 months and for Planner after 6 years.

Paid Vacation: 4 weeks after 10 (11) years' service.

Mileage Allowance: 19¢ per kilometre for the first 400 kilometres per month, 15.5¢ for the next 400 kilometres per month and 10¢ for all additional kilometres. (Previously, 28¢ per mile for the first 250 miles per month, 23¢ for the next 250 miles per month and 16¢ for any additional miles.)

St. Catharines City Corporation - Local 150, Canadian Union of Public Employees (CLC):
A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 204 employees, settled at the bargaining stage. Duration of negotiations - 2½ months.

Wages:	Effective	<u>Jan. 1/78</u>
	General Increase	34¢
	Grade 2 (includes Labourer)	\$6.09 (\$5.75)
	Grade 9 (includes Mechanic)	\$7.36 (\$7.02)

Paid Vacation: 6 weeks (new) after 35 years.

Health and Welfare: Major Medical Plan - Effective as soon as implementation is possible, rider for eyeglasses provides coverage of \$60 (\$40) per person per year.

Dental Plan - Payments are based on the 1977 (1976) Ontario Dental Association fee schedule.

Safety Footwear Allowance: \$35 (\$25) per year.

Addendum

July 1977 Settlement

CONSTRUCTION

Boilermaker Contractors' Association - Boilermakers (AFL-CIO/CLC): A 12-month renewal agreement effective from July 1, 1977 to June 30, 1978, covering 1,400 Ontario employees, settled at the bargaining stage and ratified in July, 1977. Duration of negotiations - 2 months.

Wages:	Effective	<u>July 1/77</u>
	<u>Ontario</u>	
	Increase	53¢
	Journeyman Boilermaker	\$11.41 (\$10.88)

Health and Welfare: Employer contributes 35¢ (25¢) per hour.

Pension Plan: Employer contributes \$1.00 (80¢) per hour.

Subsistence Allowance: \$19 (\$18) per day.

This settlement has been approved by the Anti-Inflation Board.

November 1977 Settlement

HEALTH AND WELFARE SERVICES

Etobicoke General Hospital at Rexdale - Ontario Nurses' Association (Ind.) (re-gistered and graduate nurses, full-time): A 24-month renewal agreement effective from October 1, 1976 to September 30, 1978, covering 230 employees, settled at the bargaining stage and ratified in November, 1977. Duration of negotiations - 14 months.

Wages: Special Hiring Rate (new) - Effective April 4, 1977, Registered Staff Nurses who are hired with less than 1 year of clinical experience receive \$1,115 per month. Effective October 1, 1977, special hiring rate increases to \$1,190 per month. After 6 months' service, start rate of salary grid is paid.

The desirability of maintaining the special hiring rate will be reviewed upon the expiration of the agreement.

Effective	<u>Oct. 2/76</u>	<u>Oct. 1/77</u>
General Increases	\$93 per month*	\$75 per month
Full-time Registered Staff Nurse	\$1,208-\$1,408 (\$1,115-\$1,315)	\$1,283-\$1,483

Probationary period is 60 tours worked. Maximum rates are reached after seven annual increases.

*Note: Increases are subject to approval by the Anti-Inflation Board. \$70 is payable immediately.

Shift Premium: Effective April 16, 1977, 0-\$1.65-\$1.65 (0-\$1.55-\$1.55) per shift.

Nurses who regularly work a tour which is longer than 7½ hours receive a shift differential of 22¢ (20¢) per hour for each full hour worked.

Standby Pay: Effective April 16, 1977, \$9.00 (\$8.50) per complete shift. Effective October 1, 1977, \$10.00.

Paid Holidays: Service Requirement - 20 working days (previously, 30 tours worked).

Holiday Pay: Double time for overtime on paid holidays (new).

Paid Vacation: Effective October 1, 1976, 5 weeks (new) after 25 years' service. Effective October 1, 1977, 5 weeks after 22 years.

Bereavement Leave: 1 day's paid leave (new) in the event of the death of a brother-in-law or sister-in-law.

Sick Leave: Maximum accumulation is 120 (90) days.

Negotiating Pay (new): Up to a maximum of 3 nurses acting as a bargaining committee on behalf of the Association receive payment for hours spent in negotiations up to, but not including, the conciliation stage.

December 1977 Settlements

COMMUNICATION

Canadian Broadcasting Corporation, Canada-wide - Local 213, Newspaper Guild (AFL-CIO/CLC): A 12-month renewal agreement effective from December 1, 1977 to November 30, 1978, covering 441 employees, settled at the bargaining stage and ratified in December, 1977. Duration of negotiations - 3 months.

Wages:	Effective	Dec. 1/77
	General Increase	7.5% *
	Group 1 (includes Copy Clerk)	\$8,590-\$9,400 (\$7,989-\$8,744)
	Group 9 (includes Senior Program Editor)	\$24,237-\$24,899 (\$22,546-\$23,162)

Probationary period is 3 months. Maximum rate for Copy Clerk is reached after two 6-month increases. Maximum rate for Senior Program Editor is reached after one 12-month increase.

* Note: Increase is subject to approval by the Anti-Inflation Board.

Paid Vacation: 4 weeks after 10 (12) years and 5 weeks after 22 (25) years.

Sick Leave: 5 days' paid sick leave are credited to temporary employees (new) working in excess of 4 consecutive weeks. To be charged against future accumulation of credits.

Effective March 31, 1977, all sick leave credits accumulated shall be frozen and banked. An employee with less than 7 years' service may use his credits to bring his Short Term Disability Benefits up to full salary. A working employee may opt out of the Long Term Disability Plan when his age plus his "banked" Sick Leave Credits and/or benefits entitlement under the Short Term Disability Plan provide disability income protection to retirement.

Health and Welfare: Life Insurance - Effective April 1, 1977, employer pays 100% of cost of "all-risk" plan providing coverage of \$25,000 or 2 times the employee's basic annual salary, whichever is greater. (Previously, the Corporation paid \$2.99 bi-weekly for single-status employees and \$5.98 for employees with married status.)

A.D. and D. - \$25,000 coverage for employees travelling on Corporation business (previously, for employees assigned outside Canada).

Retiree Insurance - The Corporation provides a fully paid-up Life Insurance policy for employees at normal retirement age and continuing coverage of basic Life Insurance for employees retiring before age 65. (Previously, employee paid cost of premiums for such coverage.)

Short Term Disability Plan (new) - Effective April 1, 1977, employer pays 100% of the premiums for a plan which provides the following benefits for regular, full-time employees:

- 5 days' full salary for employees with less than 3 months' service
- 2 weeks' full salary plus 15 weeks at 66 2/3%, after 3 months' service,
- 4 weeks' full salary plus 13 weeks at 66 2/3%, after 1 year,
- 6 weeks' full salary plus 11 weeks at 66 2/3%, after 2 years,
- 8 weeks' full salary plus 9 weeks at 66 2/3%, after 3 years,
- 10 weeks' full salary plus 7 weeks at 66 2/3%, after 4 years,
- 12 weeks' full salary plus 5 weeks at 66 2/3%, after 5 years.
- 14 weeks' full salary plus 3 weeks at 66 2/3%, after 6 years,
- 17 weeks' full salary after 7 years or more.

Long Term Disability Plan (new) - Plan provides benefits of 60% of basic salary, subject to a cost-of-living adjustment maximum of 4% annually, for employees disabled in excess of 85 working days. Payable until recovery, retirement or death. Life Insurance, Income Protection Plan and Pension Plan coverages are maintained for the employee at no cost to him.

Hosting
Allowance:

\$1,000 premium payable in monthly pro-rated installments, less statutory deductions for employees assigned to the Assignment or Line-up functions for the Integrated Television Super Hour News and Information Programmes (new) on a continuing basis for the program year.

\$5.00 premium per shift plus upgrading, where applicable, for employees temporarily assigned to replace the aforementioned employees (new).

Templorary
Assignment
Allowance:

\$7.00 (\$6.50) per shift.

Travel
Allowance:

20¢ (16¢) per mile or 12½¢ per kilometre. Includes stops or trips off the main road when bus or railway transportation is not available.

20¢ (16¢) per mile or 12½¢ per kilometre, or a minimum of \$2.00 per day, whichever is greater, for local trips. Does not include return journeys exceeding 25 miles or 40 kilometres in length.

Severance
Pay:

3 calendar months' salary after 10 years' continuous service plus an additional one-fifth of 1 month's salary, to a maximum 6 months, for each subsequent year. (Previously, 3 months after 10 years' continuous service, 4 months after 15 years, 5 months after 20 years and 6 months after 25 years.)

LOCAL ADMINISTRATION

Hamilton City Corporation - Local 288, Fire Fighters (AFL-CIO/CLC): A 12-month renewal agreement effective from January 1, 1977 to December 31, 1977, covering 430 employees, settled at the arbitration stage in December, 1977. Duration of negotiations - 9 months.

Wages:	Effective	Jan. 1/77
	General Increase	10.5%*
	Fire Fighter III Class	\$14,718.00 (\$13,319.68)
	Fire Fighter I Class	\$18,398.00 (\$16,649.34)
	District Chief	\$23,401.00 (\$21,177.70)

* Note: Increase is subject to approval by the Anti-Inflation Board. 3.2% is payable immediately.

Mississauga City Corporation - Local 1212, Fire Fighters (AFL-CIO/CLC) (full-time employees): A 12-month renewal agreement effective from January 1, 1977 to December 31, 1977, covering 270 employees, settled at the arbitration stage in December, 1977. Duration of negotiations - 10½ months.

Wages:	Effective	Jan. 1/77
	Increase	7.9% on First Class Fire Fighter's rate*
	Differential Adjustment	Reintroduction of 1975 wage differentials*
	Fire Fighter - Third Class	\$15,008 (\$13,150)
	Fire Fighter - First Class	\$18,760 (\$17,390)
	Assistant Deputy Chief	\$26,264 (\$23,703)

* Note: The Anti-Inflation Board rolled back the negotiated increase to an across-the-board 6.6%. It also eliminated the differential adjustment.

Health and Welfare: Dental Plan - Employer pays 100% (50%) of cost of premiums. This increased contribution is to be implemented January 1, 1978.

Pension Plan: Pension calculations are based on the highest 5 years' earnings prior to January 1, 1977 (previously, January 1, 1974).

Anti-Inflation Board Rulings in February 1978

Employer and Union	Reference	Action
Boilermakers Contractors' Assn. and Boilermakers (AFL-CIO/CLC)	Feb. 78, p. 83	Allowed
Continental Can Co. of Canada, a div. of Continental Group of Canada Ltd., Lachine, La Salle and St. Laurent, Que., Chatham, Downsview, Etobicoke, New Toronto, Toronto, Trenton and Weston, Ont., Winnipeg, Man., Edmonton, Alta. and Vancouver, B.C. and American Can of Canada Ltd., Kelowna and Vancouver, B.C. and Steelworkers (AFL-CIO/ CLC)	Oct. 77, p. 656	Allowed
Salt Metal Industries Ltd., Cambridge and Steelworkers (AFL-CIO/CLC)	Nov. 77, p. 712	Allowed
B.F. Goodrich Canada Ltd., Kitchener and Rubber Workers (AFL-CIO/CLC) (hourly- rated and incentive empls.)	Oct. 77, p. 651	Disallowed
Hammond Manufacturing Co. Ltd., Guelph and Puslinch Township and Employees' Assn. (Ind.)	Oct. 77, p. 665	Allowed
National Grocers Co. Ltd., various locations and Teamsters (Ind.) (Warehouse, Transport Div., Ont. Food Terminal and Cash and Carry Operations)	Aug. 77, p. 535	Disallowed
Ontario Housing Corp. and all Housing Authorities, province-wide (except for Metro Toronto) and Cdn. Union of Public Employees (CLC) (office and maintenance empls.)	Dec. 77, p. 781	Disallowed
Royal Victoria Hospital of Barrie, Inc. and Ont. Nurses' Assn. (Ind.) (registered and graduate nurses)	Sept. 77, p. 618	Disallowed
Scarborough General Hospital and Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	Oct. 77, p. 672	Disallowed
Steinberg's Ltd. (Miracle Food Mart Div.), Rexdale and Teamsters (Ind.)	Dec. 77, p. 797	Disallowed
Toronto Western Hospital and Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	Sept. 77, p. 619	Disallowed
Windsor Metropolitan General Hospital and Ont. Nurses' Assn. (registered and graduate nurses)	Oct. 77, p. 682	Disallowed
ERRATUM - January 1978 Report		
Well Canada, Quebec and Ontario and Cdn. Telephone Employees (Ind.) (communi- cations sales empls.)	Nov. 76, p. 663	Disallowed

Negotiations in Progress during February 1978 covering 200 or more Employees

Employer and Location	Union	No. of Empls	Neg. Stag
American Can of Canada Ltd., Malton	Sheet Metal Workers (AFL-CIO/CLC)	200	B
Amoco Canada Petroleum Co. Ltd. (Patchogue Plymouth Div.), Hawkesbury	Woodworkers (AFL-CIO/CLC)	400	B
Atomic Energy of Canada Ltd. (Power Projects), Mississauga**	Society of Professional Engineers (Ind.)	410	CB
Wallace Barnes Co. Ltd., Hamilton	Natl. Council of Canadian Labour (Ind.)	200	B
Bata Engineering, Div. of Bata Industries Ltd., Batawa, Frankford and Trenton	Machinists (AFL-CIO/CLC)	200	B
Black Diamond Cheese (Div. of Brooke Bond Foods Ltd.), Belleville	Foodworkers (AFL-CIO/CLC)	222	B
Brewers' Warehousing Co. Ltd., province-wide	Cdn. Brewery Workers (CLC)	1,400	B
Canada Packers Ltd., York Farms Div., Brantford	Foodworkers (AFL-CIO/CLC)	220	B
Canada Wire and Cable Ltd., Simcoe	Steelworkers (AFL-CIO/CLC)	200	B
Canadian Admiral Corp. Ltd., Mississauga	Electrical Workers (IUE) (AFL-CIO/CLC)	650	B
Canadian Appliance Manufacturing Co. Ltd. (Camco), Hamilton	Electrical Workers (UE) (CLC) (production empls.)	700	B
Canadian Building Materials and others, Toronto, Hamilton, London and other centres, southwestern Ontario	Teamsters (Ind.) (ready mix concrete empls., etc.)	1,130	B
Canadian Carborundum Co. Ltd., Niagara Falls	Steelworkers (AFL-CIO/CLC)	300	B
Canadian Chromalox Co., Ltd., Toronto	Auto Workers (CLC)	510	B
Canadian General Electric Co. Ltd., Guelph, Peterborough, Scarborough and Toronto	Technical Engineers (AFL-CIO/CLC) (draftsmen)	232	B
Canadian Home Products Ltd., Niagara Falls	Foodworkers (AFL-CIO/CLC)	235	B
Canadian Industries Ltd. (Indus- trial Chemicals Div.), Cornwall	Steelworkers (AFL-CIO/CLC)	225	MED
Canadian Industries Ltd. (Nobel Works), Nobel	Steelworkers (AFL-CIO/CLC)	211	CO
Canadian Johns-Manville Co. Ltd. (Port Union Plant), Scarborough	Cdn. Chemical Workers (Ind.)	420	B

*See page 103 for definition of codes.

**Federal jurisdiction

Negotiations in Progress during February 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
nadian Ohio Brass Co. Ltd., Niagara Falls	Intl. Chemical Workers (AFL-CIO)	250	CO
nadian Red Cross Society, Blood Transfusion Service, Toronto, Hamilton, Ottawa and London	Cdn. Red Cross Blood Transfusion Service Employees (Ind.)	217	B
nadian Rock Salt Co. Ltd. (Ojibway Mine), Windsor	Auto Workers (CLC)	229	B
nteen of Canada Ltd. (Vending and Food Service), Brantford, Hamilton, London, Oakville, St. Catharines and Toronto	Retail, Wholesale Employees (AFL-CIO/CLC)	387	MED/WS
ra Operations Ltd. (Airline Service Div.), Mississauga	Hotel Employees (AFL-CIO/CLC)	340	B
romasco Ltd., Haley	Steelworkers (AFL-CIO/CLC)	360	PMB
Cliffs of Canada Ltd. (Adams Mine), Boston Twp.	Steelworkers (AFL-CIO/CLC)	310	B
Cliffs of Canada Ltd. (Sherman Mine), Temagami	Steelworkers (AFL-CIO/CLC)	400	B
lumbus McKinnon Ltd., St. Catharines	Auto Workers (CLC)	200	MED/WS
asolidated-Bathurst Packaging Ltd., Etobicoke	Woodworkers (AFL-CIO/CLC)	200	B
uncil of Printing Industries of Canada, Toronto	Graphic Arts Union (AFL-CIO/CLC) (bookbinders)	700	PCB
uncil of Printing Industries of Canada, Toronto	Typographical Union (AFL-CIO/CLC)	535	B
Cane Canada Ltd., Brantford	Steelworkers (AFL-CIO/CLC) (produc- tion, office, clerical and technical empls.)	200	MED
Cothers Ltd., Toronto	Auto Workers (CLC)	200	B
Couse-Hinds Canada Ltd., Toronto	Auto Workers (CLC)	300	B
Cown Cork & Seal Co. Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	280	B
Dmpster's Bread, Div. of Corporate Foods Ltd., Toronto	Teamsters (Ind.) (production and maintenance empls.)	280	B
Dninion Forge Co. Ltd., Windsor	Auto Workers (CLC)	345	B
Dntar Construction Materials Ltd. (Gypsum Products Plant), Caledonia	Steelworkers (AFL-CIO/CLC)	220	B
Dntar Packaging Ltd., Corrugated Containers Div., Kitchener and St. Mary's	Cdn. Paperworkers (CLC)	260	B

Negotiations in Progress during February 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg. Stag
Douglas Aircraft Co. of Canada Ltd., Mississauga	Auto Workers (CLC)	1,450	PCB
Dow Chemical of Canada Ltd., Sarnia	Oil, Chemical and Atomic Workers (AFL-CIO/CLC)	810	B
Du Pont of Canada Ltd., Kingston	Kingston Independent Nylon Workers Union (Ind.) (hourly-rated empls.)	1,450	B
Duplate Canada, Ltd., Hawkesbury and Oshawa	Auto Workers (CLC) (hourly-rated empls.)	700	B
Durham Regional Board of Commissioners of Police	Police Assn. (Ind.)	330	CO
Durham Regional Municipality (Works Dept.)	CUPE (CLC)	230	B
Dylex Ltd., Toronto	Clothing and Textile Workers (AFL-CIO/CLC)	215	MED
Eddy Forest Products Ltd. (Wood Products Div.), Nairn Twp.	Carpenters (AFL-CIO/CLC)	235	MED
Eldorado Nuclear Ltd., Port Hope**	Steelworkers (AFL-CIO/CLC)	310	B
Electrical Trade Bargaining Agency of the Electrical Contractors Assn. of Ont.	Electrical Workers (IBEW) (AFL-CIO/CLC)	8,450	B
Employer Bargaining Agency for Acoustical Assn. of Ont., Caulking Contractors Assn. of Ont., Labour Relations Bureau of Ont. General Contractors Assn., Resilient Flooring Contractors Assn. of Ont. and Industrial Contractors Assn. of Canada	Carpenters (AFL-CIO/CLC)	9,150	B
Essex County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	530	PMB
Etobicoke Borough	CUPE (CLC) (outside empls.)	640	B
Etobicoke Borough	Fire Fighters (AFL-CIO/CLC)	365	B
Etobicoke Borough Board of Education	CUPE (CLC) (caretakers, matrons and maintenance empls.)	515	B
Extendicare Ltd. and other Nursing Homes, London, Mississauga, North York, Oakville, Ottawa, Peterborough, St. Catharines, Scarborough and Sudbury	Service Employees (AFL-CIO/CLC) (non-medical empls.)	1,495	B
Ferranti-Packard Ltd., St. Catharines	Steelworkers (AFL-CIO/CLC)	274	B
Ferranti-Packard Ltd., Toronto	Electrical Workers (UE) (CLC)	200	B
Firestone Textiles Co., Div. of Firestone Canada Ltd., Woodstock	United Textile Workers (AFL-CIO/CLC)	254	B

**Federal jurisdiction

Negotiations in Progress during February 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Head Inn Ltd., Sheraton Brock Hotel, Sheraton Foxhead Inn and Sheraton Motor Inn, Niagara Falls	Hotel Employees (AFL-CIO/CLC)	400	B
Montenac-Lennox and Addington County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (OTF)	212	ARB
Automatic Electric (Canada) Ltd., Brockville	Electrical Workers (IUE) (AFL-CIO/CLC)	935	B
Ariel of Canada Ltd., Long Branch	Machinists (AFL-CIO/CLC)	570	B
General Aviation Services Ltd., Toronto	Machinists (AFL-CIO/CLC)	300	B
Great Lakes Paper Co., Ltd., Thunder Bay	Cdn. Paperworkers (CLC)	1,145	B
Greater Niagara General Hospital, Niagara Falls	Ont. Nurses' Assn. (Ind.)	200	ARB
Wulph City Corp. (Water, Parks and Recreation)	CUPE (CLC)	200	B
Hamilton Regional Police	Police Assn. (Ind.)	260	B
Hamilton City	CUPE (CLC) (outside empls.)	565	B
Hamilton City Hydro Electric Commission	Electrical Workers (IBEW) (AFL-CIO/CLC)	300	B
Hamilton Civic Hospitals	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	735	CO
Hamilton Street Railway Co.	Transit Union (AFL-CIO/CLC)	645	B
Hamilton-Wentworth Regional Board of Commissioners of Police	Police Assn. (Ind.)	690	B
Hamilton-Wentworth Regional Municipality	CUPE (CLC) (inside empls.)	307	B
Heinz, H.J. Co. of Canada Ltd., Bramington	Foodworkers (AFL-CIO/CLC)	1,000	B
Holmes Foundry, Foundry Div., Karna	Auto Workers (CLC)	325	B
Heywell Ltd., Scarborough	Auto Workers (CLC)	625	PCB
Union County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	263	WS
West Regency Hotel, Toronto	Laundry Workers (CLC)	250	B
W.E. Industries Ltd., Power Equipment Group, Mississauga	Electrical Workers (IBEW) (AFL-CIO/CLC)	221	PCB

Negotiations in Progress during February 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg' Stag
Kellogg Salada Canada Ltd., London	Millers (AFL-CIO/CLC)	650	B
Kellogg Salada Co. Ltd., Etobicoke	Bakery Workers (AFL-CIO/CLC)	200	B
Kelsey-Hayes Canada Ltd. (Eureka Foundry), Woodstock	Auto Workers (CLC)	237	CO
Kendall Co., Toronto	Steelworkers (AFL-CIO/CLC)	450	CO
Kerr Addison Mines, Virginiatown	Employees' Assn. (Ind.)	332	B
Kingston City Corp. (including Rideaucrest Home for the Aged)	CUPE (CLC)	310	B
Kitchener City Corp.	CUPE (CLC)	270	B
Labatt's Ltd., London Brewery	Natl. Brewery Workers (CLC)	450	B
Labour Bureau of the Ontario Roadbuilders' Assn. and the Ontario Sewer and Watermain Contractors' Assn., province-wide	Intl. Operating Engineers (AFL-CIO/CLC), Labourers (AFL-CIO/CLC) and Teamsters (Ind.)	1,800	B
Lake Ontario Cement Ltd. (Plant, Quarry and Packhouse), Sophiasburg and Toronto	Cement Workers (AFL-CIO/CLC)	247	CO
Lakehead Terminal Elevators (Cargill Grain Co. Ltd., Manitoba Pool Elevators, Parrish and Heimbecker Ltd., Richardson Terminals Ltd., Saskatchewan Wheat Pool and United Grain Growers Ltd.), Thunder Bay**	Railway Clerks (AFL-CIO/CLC)	1,500	B
Lambton County Board of Education	CUPE (CLC)	200	B
Lambton County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	695	MED
Lambton County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	525	MED
Lancia-Bravo Foods, Toronto	Foodworkers (AFL-CIO/CLC)	267	B
Laurentian Hospital, Sudbury	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	219	ARB
Leeds and Grenville County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	545	MED
Lever Detergents, Toronto	Intl. Chemical Workers (AFL-CIO)	400	B
Liberty Furniture Ltd., Toronto and Vaughan Twp.	Steelworkers (AFL-CIO/CLC)	220	B
Loblaws Ltd., Toronto and other centres	Retail Employees (CLC)	6,150	B
London City Board of Education	CUPE (CLC) (custodians, full and part-time)	350	B

**Federal jurisdiction

Negotiations in Progress during February 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
London City Board of Education	CUPE (CLC) (office empls., full and part-time)	300	B
London City Corp.	Fire Fighters (AFL-CIO/CLC)	294	B
Maritime Employers' Assn., Hamilton Harbour Commission and Toronto Harbour Commission, Toronto and Hamilton**	ILA (AFL-CIO/CLC) (stevedores, etc.)	845	B
Metropolitan Board of Commissioners of Police, Toronto	Police Assn. (Ind.) (office, garage, parking control officers, etc.)	1,300	CO
Metropolitan Board of Commissioners of Police, Toronto	Police Assn. (Ind.) (policemen)	5,300	CO
Metropolitan Toronto House Wreckers' Assn.	Labourers (AFL-CIO/CLC)	350	CO
Metropolitan Toronto Library Board	CUPE (CLC)	200	B
Metropolitan Toronto Road Builders' Assn.	Labourers (AFL-CIO/CLC) and Teamsters (Ind.)	500	B
Metropolitan Toronto Sewer and Watermain Contractors' Assn.	Labourers (AFL-CIO/CLC) and Teamsters (Ind.)	1,000	B
Metropolitan Toronto Store Fitting Manufacturing Companies	Carpenters (AFL-CIO/CLC)	395	B
Millhaven Fibres Ltd., Millhaven Works, Ernestown	Oil, Chemical and Atomic Workers (AFL-CIO/CLC)	855	B
Mississauga City Corp.	Fire Fighters (AFL-CIO/CLC)	282	B
National Defence, Communications Security Establishment, Ottawa**	Public Service Alliance (CLC)	300	ARB
National Research Council of Canada**	Employees' Assn. (Ind.) (clerical and regulatory group)	344	B
National Steel Car Corp. Ltd., Hamilton	Steelworkers (AFL-CIO/CLC)	700	MED/WS
National Steel Corp. of Canada, Capreol and Parry Sound	Steelworkers (AFL-CIO/CLC)	200	MED
Niagara Regional Board of Commissioners of Police	Police Assn. (Ind.)	580	B
Niagara Regional Municipality	CUPE (CLC) (Public Works Dept. and office and clerical empls.)	465	B
Niagara South Board of Education	CUPE (CLC) (maintenance, services and plant operations empls.)	450	CO
Niagara South Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	850	MED
North York Borough	CUPE (CLC) (inside empls.)	530	B
North York Borough	CUPE (CLC) (outside empls.)	710	B
North York Borough	Fire Fighters (AFL-CIO/CLC)	570	B

*Federal jurisdiction

Negotiations in Progress during February 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg' Stag
North York Borough Board of Education	CUPE (CLC) (caretakers and matrons)	830	B
North York Borough Board of Education	CUPE (CLC) (office, clerical and technical empls.)	800	B
North York General Hospital, Willowdale	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	515	CO
Northern Telephone Ltd., province-wide**	Communications Workers of Canada (CLC)	225	CO
Omstead Foods Ltd., Romney	Teamsters (Ind.)	350	B
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide	OPSEU (Ind.) (academic staff, librarians and counsellors)	6,155	MED
Ontario Erectors Assn.	Intl. Operating Engineers (AFL-CIO/CLC)	200	B
Ontario Government	Ont. Provincial Police Assn. (Ind.)	3,900	B
Ontario Government	OPSEU (Ind.) (clerical services category)	9,740	B
Ontario Government	OPSEU (Ind.) (general operational services category)	5,330	MED
Ontario Government	OPSEU (Ind.) (institutional care and correctional services category)	9,355	MED
Ontario Government	OPSEU (Ind.) (maintenance services category)	6,140	MED
Ontario Government	OPSEU (Ind.) (office services category)	7,455	MED
Ontario Government (Employee Benefits)	OPSEU (Ind.) (classified public servants)	52,000	B
Ontario Government (Working Conditions)	OPSEU (Ind.) (classified public servants)	52,000	B
Ontario Housing Corp., Toronto	CUPE (CLC) (maintenance empls.)	765	B
Ontario Housing Corp. and all Housing Authorities, province-wide (except for Metro Toronto)	CUPE (CLC) (office and maintenance empls.)	800	B
Ontario Hydro, province-wide	CUPE (CLC) (hydro empls.)	13,500	B
Ontario Hydro (Generation and Distribution Projects Div.), province-wide	Office Employees (AFL-CIO/CLC)	350	B
Ontario Millwrighting Contractors Assn.	Carpenters (AFL-CIO/CLC)	1,800	B
Ontario Paper Co., Ltd., Thorold	Cdn. Paperworkers (CLC), Cdn. Operating Engineers (CCU), I.L.A., I.B.E.W., Plumbers and Machinists (AFL-CIO/CLC)	1,090	B
Ontario Produce Co. Ltd., Ontario Food Div. of Oshawa Group Ltd., Toronto and Malton	Teamsters (Ind.)	350	B

**Federal jurisdiction

Negotiations in Progress during February 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Ottawa General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	419	CO
Ottawa Board of Education	CUPE (CLC) (office empls.)	600	B
Ottawa Board of Education	Employees' Assn. (Ind.) (maintenance, services and plant operations empls.)	900	CO
Ottawa-Carleton Regional Transit Commission**	Transit Union (AFL-CIO/CLC)	1,320	B
Ottawa City	Fire Fighters (AFL-CIO/CLC)	525	B
Ouellet Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	2,400	B
Ouellet Regional Board of Commissioners of Police	Police Assn. (Ind.)	570	B
Oxford County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	370	MED
Oxford County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	300	MED/WS
Peterborough Civic Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	342	PCB
Philips Electronics Ltd. (Strathroy Furniture Div.)	Christian Labour Assn. (Ind.)	200	B
Pilkington Brothers (Canada) Ltd., Scarborough	Glass and Ceramic Workers (AFL-CIO/CLC)	665	B
Puriker Oats Co. of Canada Ltd., Pet Food Div., Trenton	Foodworkers (AFL-CIO/CLC)	250	B
Queen's University, Kingston	CLC-Directly Chartered	350	B
Reed Ltd. (Furniture Div.), Toronto	Cdn. Union of Industrial Employees (Ind.)	425	B
Renfrew County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	396	MED
Renfrew County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	435	MED
John Rennie Ltd., Guelph	Clothing and Textile Workers (AFL-CIO/CLC)	300	CO
Rowntree Mackintosh Canada Ltd., Toronto	Retail, Wholesale Employees (AFL-CIO/CLC)	780	B
Royal York Hotel, Toronto	Hotel Employees (AFL-CIO/CLC)	870	B
Person Polytechnical Institute Board of Governors	Graduate Assistants Assn. (part-time and sessional instructors)	206	CO
S. Catharines General Hospital	Ont. Nurses' Assn. (Ind.)	360	PCB

**Federal jurisdiction

Negotiations in Progress during February 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg Stag
St. Joseph Religious Hospitaliers of Hotel Dieu, Windsor	Ont. Nurses' Assn. (Ind.)	312	AR
St. Joseph's Hospital, Chatham and London	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	630	B
St. Joseph's Hospital, Hamilton	Ont. Nurses' Assn. (Ind.) (full-time nurses)	685	PC
St. Joseph's and other hospitals, Hamilton and other centres	OPSEU (Ind.) (paramedical empls.)	2,000	B
St. Joseph's Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	385	AR
St. Michael's Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	610	PC
St. Vincent Hospital, Ottawa	Intl. Operating Engineers (AFL-CIO/CLC)	450	PC
Salvation Army Grace Hospital, Windsor	Ont. Nurses' Assn. (Ind.)	225	AR
Sangamo Co. Ltd., Toronto	Machinists (AFL-CIO/CLC)	350	B
Sault Ste. Marie Board of Education	CUPE (CLC)	208	ME
Sault Ste. Marie General Hospital	Ont. Nurses' Assn. (Ind.)	215	PC
Savage Shoes (1970) Ltd., London	United Shoe Workers (AFL-CIO/CLC)	200	B
Scarborough Borough	CUPE (CLC) (outside empls.)	620	B
Scarborough Borough	Fire Fighters (AFL-CIO/CLC)	370	AR
Scarborough Borough Board of Education	CUPE (CLC) (operations and maintenance empls.)	705	B
Scarborough Centenary Hospital Assn.	Ont. Nurses' Assn. (Ind.)	324	AR
Laura Secord, Div. of Ault Foods (1975) Ltd., Toronto	Bakery Workers (AFL-CIO/CLC)	400	B
Shell Canada Ltd. (Sarnia Refinery), Corunna	Oil, Chemical and Atomic Workers (AFL-CIO/CLC)	210	B
Sheraton Centre and five other hotels, Toronto	Hotel Employees (AFL-CIO/CLC)	4,700	CO
Silknit Ltd. and Silknit Ltd. (Dominion Woollens & Worsteds Div.), Cambridge	United Textile Workers (AFL-CIO/CLC)	282	B
Silverwood Dairies, Div. of Silverwood Industries Ltd., Toronto	Cdn. Operating Engineers (CCU)	200	B
Sklar Manufacturing Ltd., Ajax and Whitby	Upholsterers (AFL-CIO/CLC)	600	B
Spruce Falls Power and Paper Co., Ltd. and Kimberly-Clark of Canada Ltd., Kapuskasing	Cdn. Paperworkers (CLC) and Electrical Workers (IBEW) (AFL-CIO/CLC)	1,300	B

Negotiations in Progress during February 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Steep Rock Iron Mines Ltd., Steep Rock Lake	Steelworkers (AFL-CIO/CLC)	460	B
Serling Packaging Products Ltd., Toronto	Printing and Graphic Communications (AFL-CIO/CLC)	200	B
Sidbury General Hospital of the Immaculate Heart of Mary	Ont. Nurses' Assn. (Ind.)	310	PCB
Snbeam Corp. (Canada) Ltd., Toronto	CLC-Directly Chartered	313	B
Sunnybrook and other hospitals, Toronto and other centres	Service Employees (AFL-CIO/CLC) (non-medical empls.)	9,600	B
Supreme Aluminum Industries Ltd., Scarborough and Pickering	Employees' Assn. (Ind.)	350	B
Timco Ltd., Windsor	Auto Workers (CLC)	200	CO
Texaco Canada Ltd., Port Credit	Oil, Chemical and Atomic Workers (AFL-CIO/CLC)	200	B
Tunder Bay City Corp. (City Hall)	CUPE (CLC) (inside empls.)	320	B
Tunder Bay City Corp.	CUPE (CLC) (outside empls.)	350	B
Tunder Bay City Corp.	Police Assn. (Ind.)	206	B
Tunder Bay City Corp., Grand- view Lodge and Dawson Home for the Aged	Service Employees (AFL-CIO/CLC)	360	B
Toronto City	Fire Fighters (AFL-CIO/CLC)	1,290	B
Toronto City Board of Education	CUPE (CLC) (caretakers and main- tenance empls.)	700	B
Toronto City Board of Education	CUPE (CLC) (chief caretakers and stationary engineers)	260	B
Toronto City Board of Education	CUPE (CLC) (non-teaching empls.)	400	B
Toronto City Board of Education	Council of Trade Unions (AFL-CIO/CLC)	404	CO
Toronto Commercial Film Pro- ducers Assn.	I.A.T.S.E. and Moving Picture Machine Operators (AFL-CIO/CLC)	260	B
Toronto and District Carpentry Contractors Assn.	Carpenters (AFL-CIO/CLC)	300	MED
Toronto Electrical Contractors Assn. (Residential Sector)	Electrical Workers (IBEW) (AFL-CIO/ CLC)	500	B
Toronto Hydro-Electric System	CUPE (CLC) (hourly-rated, clerical and technical empls.)	830	B
Toronto Metropolitan and Toronto City	CUPE (CLC) (inside and outside empls.)	9,905	CO
Toronto Spring Manufacturers	Steelworkers (AFL-CIO/CLC)	200	B
Toronto Star Newspapers Ltd.	Newspaper Guild (AFL-CIO/CLC)	1,400	CO

Negotiations in Progress during February 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Emps	Neg Sta
Union Carbide Canada Ltd. (Carbon Products, Metals), Welland	Electrical Workers (UE) (CLC)	500	B
United Co-operatives of Ontario, Tend-R-Fresh Plant, Petersburg	Foodworkers (AFL-CIO/CLC)	205	B
University of Ottawa	Professors Assn. (Ind.)	850	B
University of Toronto Governing Council	Graduate Assistants Assn. (Ind.)	2,000	CO
University of Windsor (Main-tenance Dept.)	CUPE (CLC)	225	CO
Victoria Hospital Corp., London	Office Employees (AFL-CIO/CLC)	350	ARE
Victoria Hospital Corp., London	Ont. Nurses' Assn. (Ind.) (full-time nurses)	600	PCE
Victoria and other area hospitals, London and other centres	Service Employees (AFL-CIO/CLC) (non-medical empls.)	2,800	B
WABCO Ltd., Stoney Creek	Electrical Workers (UE) (CLC)	230	B
Hiram Walker & Sons Ltd., Walkerville	Auto Workers (CLC)	750	WS
Wentworth County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	560	MED
Wentworth County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	413	WS
Westclox Canada, Peterborough	Electrical Workers (IUE) (AFL-CIO/CLC)	270	B
Westinghouse Canada Ltd., Hamilton	Electrical Workers (UE) (CLC)	2,000	B
Westinghouse Canada Ltd., London	Electrical Workers (UE) (CLC)	325	B
Weyerhaeuser Canada Ltd., Sault Ste. Marie	Woodworkers (AFL-CIO/CLC)	312	CO
Windsor Board of Education	CUPE (CLC) (caretakers, maintenance empls. and bus drivers)	310	CO
Windsor Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	805	MED
Windsor Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	740	MED
Windsor City Board of Commissioners of Police	Police Assn. (Ind.)	370	B
Windsor City Corp.	CUPE (CLC) (inside empls.)	650	B
Windsor City Corp.	Fire Fighters (AFL-CIO/CLC)	274	B
Women's College Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	220	ARB
John Wood Ltd., Toronto	Auto Workers (CLC)	290	B

Negotiations in Progress during February 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
orkmen's Compensation Board, province-wide	CUPE (CLC) (rehabilitation workers, clerks, registered nurses, etc.)	1,200	MED
ork Borough Board of Education	CUPE (CLC)	230	B
ork Borough Corp. (Works, Parks and Recreation Depts.)	CUPE (CLC)	300	B
ork County Board of Education	CUPE (CLC) (service and maintenance empls.)	323	CO
ork County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	1,200	MED
ork Regional Municipality (Maintenance and Land Div.)	CUPE (CLC)	275	B
ork University, Toronto	CUPE (CLC)	240	CO
<u>More Than One Province</u>			
itibi Paper Co. Ltd. and subsidiaries, Que., Ont. and Man.	Cdn. Paperworkers (CLC), United Paperworkers, IBEW, IOE and Machinists (AFL-CIO/CLC)	5,020	B
ir Canada, system-wide**	Air Line Pilots (Ind.)	1,515	B
ir Canada, system-wide**	Machinists (AFL-CIO/CLC) (maintenance, overhaul, etc., empls.)	7,250	B
ell Canada, Nfld., Que., Ont. and N.W.T.**	Communications Workers of Canada (CLC) (craft and service empls.)	13,000	B(R)
ell Canada, Que. and Ont.**	Communications Union Canada (Ind.) (traffic operators and dining service empls.)	8,000	B(R)
IP Containers, Pointe-aux-Trembles, Que. and Burlington, London, Markham and Rexdale, Ont.	Cdn. Chemical Workers (Ind.) and Cdn. Paperworkers (CLC)	850	B
P Air, system-wide**	Air Line Flight Attendants (CLC)	900	CO
P Air, system-wide**	Air Line Pilots (Ind.)	600	B
anada Packers Ltd. and Wilsil Ltd., P.E.I., Que., Ont., Man., Sask., Alta. and B.C.	Foodworkers (AFL-CIO/CLC)	5,800	B
anadian Broadcasting Corp., Canada-wide**	CUPE (CLC) (office and professional empls.)	2,530	CB
anadian Broadcasting Corp., Canada-wide**	CUPE (CLC) (stage hands, etc.)	1,200	CB

*Federal jurisdiction

Negotiations in Progress during February 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg. Stag
Canadian General Electric Co. Ltd. and Montreal Armature Co. Ltd., Montreal and St. Andre, Que., Cobourg, Oakville, Peterborough and Toronto, Ont.	Electrical Workers (IUE) (AFL-CIO/CLC) (hourly-rated and salaried empls.)	2,500	MED
Canadian Lake Carriers Assn., Great Lakes and St. Lawrence**	Seafarers and Marine Officers (AFL-CIO/CLC) and Merchant Service Guild (CLC)	3,240	B
Canadian Pacific Express Co., Atlantic, Eastern and Western Regions**	Railway Clerks (AFL-CIO/CLC) (drivers, mechanics, etc.)	3,300	B
Council of Printing Industries of Canada, Toronto and Hamilton, Ont. and Montreal, Que.	Graphic Arts Union (AFL-CIO/CLC) (lithography empls.)	2,500	MED
Government of Canada (Treasury Board)**	Cdn. Union of Professional and Technical Employees (Ind.) (translation group)	1,175	B
Government of Canada (Treasury Board)**	Council of Graphic Arts Unions (5 AFL-CIO/CLC unions) (printing operations group, non-supervisory empls.)	1,240	B
Government of Canada (Treasury Board)**	Merchant Service Guild (CLC) (ships' officers)	1,305	B
Government of Canada (Treasury Board)**	Postal Officials (Ind.) (postal supervisors)	3,930	B
Government of Canada (Treasury Board)**	Postal Workers (CLC) (postal operations group, non-supervisory)	19,280	B
Government of Canada (Treasury Board)**	Professional Institute (PIPS) (Ind.) (computer systems administration group)	2,115	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (engineering and land survey group)	2,205	MED
Government of Canada (Treasury Board)**	PIPS (Ind.) (nursing group)	2,110	CO
Government of Canada (Treasury Board)**	PIPS (Ind.) (physical sciences group)	545	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (veterinary science group)	550	B
Government of Canada (Treasury Board)**	Public Service Alliance of Canada (PSAC) (CLC) (administrative services group)	4,740	B
Government of Canada (Treasury Board)**	PSAC (CLC) (auditing group)	2,580	B
Government of Canada (Treasury Board)**	PSAC (CLC) (clerical and regulatory group)	46,780	B

**Federal jurisdiction

Negotiations in Progress during February 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Government of Canada (Treasury Board)**	PSAC (CLC) (communications group)	855	B
Government of Canada (Treasury Board)**	PSAC (CLC) (correctional group, supervisory and non-supervisory empls.)	3,605	B
Government of Canada (Treasury Board)**	PSAC (CLC) (data processing group)	3,285	B
Government of Canada (Treasury Board)**	PSAC (CLC) (education group)	3,585	CO
Government of Canada (Treasury Board)**	PSAC (CLC) (engineering and scientific support group)	8,080	B
Government of Canada (Treasury Board)**	PSAC (CLC) (financial administration group)	1,550	B
Government of Canada (Treasury Board)**	PSAC (CLC) (general labour and trades group, supervisory and non-supervisory)	19,935	PCB
Government of Canada (Treasury Board)**	PSAC (CLC) (general services group, supervisory and non-supervisory)	13,550	B
Government of Canada (Treasury Board)**	PSAC (CLC) (general technical, social science support and technical inspection groups)	4,535	B
Government of Canada (Treasury Board)**	PSAC (CLC) (hospital services group, supervisory and non-supervisory)	4,155	B
Government of Canada (Treasury Board)**	PSAC (CLC) (information services group)	845	B
Government of Canada (Treasury Board)**	PSAC (CLC) (lightkeepers, supervisory and non-supervisory)	540	B
Government of Canada (Treasury Board)**	PSAC (CLC) (office equipment operations group)	685	B
Government of Canada (Treasury Board)**	PSAC (CLC) (primary products inspection group)	2,655	B
Government of Canada (Treasury Board)**	PSAC (CLC) (programme administration group)	21,510	B
Government of Canada (Treasury Board)**	PSAC (CLC) (purchasing and supply group)	1,315	ARB
Government of Canada (Treasury Board)**	PSAC (CLC) (radio operations group)	1,080	CB
Government of Canada (Treasury Board)**	PSAC (CLC) (secretarial, stenographic and typing group)	12,320	B
Government of Canada (Treasury Board)**	PSAC (CLC) (ships' crews, supervisory and non-supervisory)	2,970	CO
Government of Canada (Treasury Board)**	PSAC (CLC) (welfare programme group)	1,560	B
Greyhound Lines of Canada, system-wide**	Transit Union (AFL-CIO/CLC) (operators, maintenance and terminal empls.)	900	B

*Federal jurisdiction

Negotiations in Progress during February 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg Sta
Gulf Oil Canada Ltd., Ont., Sask. and B.C.	Oil, Chemical and Atomic Workers (AFL-CIO/CLC) (refining and marketing empls.)	685	B
National Research Council, Canada-wide**	Employees' Assn. (technical empls.)	1,050	AR
Railway Assn. of Canada (CN, CP Rail, CN and CP jointly-owned companies and other companies), system-wide**	Associated Railway Unions (CLC), (AFL-CIO/CLC) and (Ind.)	87,545	ME
St. Lawrence Seaway Authority, Que. and Ont.**	Railway, Transport and General Workers (CLC) (Operational & Maintenance Agreement and Headquarters Agreement)	1,170	B
Saskatchewan Wheat Pool, Thunder Bay, Ont., Winnipeg, Man., Regina, Sask. and Vancouver, B.C.**	Grain Services Union (CLC) (office empls., extension div. and farm service centres)	1,100	B
Upper Lakes Shipping, Great Lakes and St. Lawrence**	Railway, Transport and General Workers (CLC) (unlicensed personnel)	525	B

Definitions of Codes for Negotiation Stages

B	- Direct Bargaining
DMO	- Direct Mediation Officer
CO	- Conciliation
CB	- Conciliation Board
MED	- Mediation
PCB	- Post Conciliation Bargaining
ARB	- Arbitration
WS	- Work Stoppage
B/WS	- Bargaining After a Work Stoppage
MED/WS	- Mediation During a Work Stoppage
F	- Fact Finder
PMB	- Post Mediation Bargaining
PFB	- Post Fact Finder Bargaining
(R)	- (R) following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More Ontario Employees
Expiring in March 1978

Employer and Location	Union	No. of Empls.
Abitibi Paper Co. (Containers Div.), Pembroke	Woodworkers (AFL-CIO/CLC)	225
American Can of Canada, Malton	Sheet Metal Workers (AFL-CIO/CLC)	200
Atlific Restaurants (T-D Centre), Toronto	Hotel Employees (AFL-CIO/CLC)	225
Wallace Barnes Co. Ltd., Hamilton	Natl. Council of Canadian Labour (Ind.)	200
Bata Engineering, Div. of Bata Industries, Batawa, Frankford and Trenton	Machinists (AFL-CIO/CLC)	200
Baycrest Hospital (Jewish Home for the Aged), Toronto	Service Employees (AFL-CIO/CLC)	280
Belleville General Hospital	Service Employees (AFL-CIO/CLC)	351
Black Diamond Cheese, Div. of Brooke Bond, Belleville	Foodworkers (AFL-CIO/CLC)	222
Joseph Brant Memorial Hospital, Burlington	Cdn. Union of Public Em- ployees (CUPE) (CLC)	280
Brantford General Hospital	Service Employees (AFL-CIO/CLC)	274
Canada Packers Poultry, Div. of Canada Packers Ltd., Walkerton	Foodworkers (AFL-CIO/CLC)	270
Canadian Admiral Corp., Mississauga	Electrical Workers (IUE) (AFL-CIO/CLC)	650
Canadian Assn. of Motion Picture Producers, province-wide	Cdn. TV and Radio Artists (CLC)	1,800
Canadian General Electric Co., Intercity	Electrical Workers (IUE) (AFL-CIO/CLC)	1,530
Canadian Home Products, Niagara Falls	Foodworkers (AFL-CIO/CLC)	235
Chatham Public General Hospital	Service Employees (AFL-CIO/CLC)	213
Chedoke Hospitals, Hamilton	CUPE (CLC)	245
Cliffs of Canada Ltd. (Adams Mine), Boston Twp.	Steelworkers (AFL-CIO/CLC)	310
Cliffs of Canada Ltd. (Sherman Mine), Temagami	Steelworkers (AFL-CIO/CLC)	400
Crouse-Hinds Canada, Toronto	Auto Workers (CLC)	300
Domtar Chemicals (Sifto Salt Div., Goderich Mine)	Cdn. Chemical Workers (Ind.)	220
Dubreuil Brothers Ltd., Dubreuilville	Employees' Assn. (Ind.)	276
Duplate Canada, Intercity	Auto Workers (CLC)	700
Durham Board of Education	CUPE (CLC) (caretaking and maintenance empls.)	359

Collective Bargaining Agreements Covering 200 or More Ontario Employees
Expiring in March 1978 (Cont'd)

Employer and Location	Union	No. of Empls.
Eldorado Nuclear Ltd., Port Hope	Steelworkers (AFL-CIO/CLC)	31
Etobicoke General Hospital, Rexdale	Service Employees (AFL-CIO/CLC)	27
Great Atlantic and Pacific Co. of Canada (Bakery Div.), Toronto	Bakery Workers (AFL-CIO/CLC)	28
Greater Niagara General Hospital, Niagara Falls	Service Employees (AFL-CIO/CLC)	25
Greb Industries, Bauer Div., Kitchener	United Shoe Workers (AFL-CIO/CLC)	44
Hamilton Civic Hospitals	CUPE (CLC)	1,56
Hamilton Street Railway Co.	Transit Employees (AFL-CIO/CLC) (hourly-rated empls.)	64
Holmes Foundry, Sarnia	Auto Workers (CLC)	32
Hotel Dieu Hospital, St. Catharines	CUPE (CLC)	23
Humber Memorial Hospital, Toronto	CUPE (CLC)	22
Hyatt Regency Hotel, Toronto	Laundry Workers (CLC)	25
Kellogg Salada Canada, Etobicoke	Bakery Workers (AFL-CIO/CLC)	20
Kendall Co. (Canada) Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	45
Kerr Addison Mines, Virginiatown	Employees' Assn. (Ind.)	33
Kingston General Hospital	CUPE (CLC) (office and clerical empls.)	28
Kingston General Hospital	CUPE (CLC) (service and maintenance empls.)	50
Lever Detergents, Toronto	Intl. Chemical Workers (AFL-CIO)	40
McKellar General Hospital, Thunder Bay	Service Employees (AFL-CIO/CLC)	20
Metropolitan General Hospital, Windsor	Service Employees (AFL-CIO/CLC)	20
Millhaven Fibres Ltd., Millhaven Works, Ernestown Twp.	Oil, Chemical and Atomic Workers (AFL-CIO/CLC)	85
Mount Sinai Hospital, Toronto	Service Employees (AFL-CIO/CLC)	29
Muffler Corp. of Canada, Toronto	Steelworkers (AFL-CIO/CLC)	20
Norfolk Hospital Assn., Simcoe	Service Employees (AFL-CIO/CLC)	26

Collective Bargaining Agreements Covering 200 or More Ontario Employees
Expiring in March 1978 (Cont'd)

Employer and Location	Union	No. of Empls.
North York General Hospital, Willowdale	CUPE (CLC)	335
Ontario Government, province-wide	Police Assn. (Ind.)	3,900
Ontario Hydro, province-wide	CUPE (CLC)	13,500
Ontario Produce Co., Oshawa Group Food Div., Toronto and Malton	Teamsters (Ind.)	350
Oshawa General Hospital	CUPE (CLC)	500
Otis Elevator Co., Hamilton	Steelworkers (AFL-CIO/CLC)	515
Ottawa Civic Hospital	CUPE (CLC)	1,350
Ottawa General Hospital	CUPE (CLC)	560
Ottawa Glass Installation Contractors, OLRB Area 15P	Painters (AFL-CIO/CLC)	300
Our Lady of Mercy Hospital, Toronto	Service Employees (AFL-CIO/CLC)	206
Owen Sound General and Marine Hospital	CUPE (CLC)	200
Peel Memorial Hospital, Brampton	Service Employees (AFL-CIO/CLC)	399
Pembroke General Hospital	CUPE (CLC)	203
Peterborough Civic Hospital	CUPE (CLC)	340
Plummer Memorial Public Hospital, Sault Ste. Marie	Service Employees (AFL-CIO/CLC)	220
Polysar Ltd., Sarnia	Oil, Chemical and Atomic Workers (AFL-CIO/CLC)	1,550
Port Arthur General Hospital, Thunder Bay	Service Employees (AFL-CIO/CLC)	250
Providence Villa and Providence Hospital, Toronto	CUPE (CLC)	295
Quaker Oats Co. of Canada, Pet Food Div., Trenton	Foodworkers (AFL-CIO/CLC)	250
Queen Elizabeth Hospital, Toronto	CUPE (CLC)	315
Queensway General Hospital, Etobicoke	CUPE (CLC)	203
Riverdale Hospital, Toronto	CUPE (CLC)	280
Ross Memorial Hospital, Lindsay	CUPE (CLC)	299
Royal Victoria Hospital, Barrie	Service Employees (AFL-CIO/CLC)	216
St. Catharines General Hospital	Service Employees (AFL-CIO/CLC)	415
St. John's Convalescent Hospital, Newton Brook	CUPE (CLC)	230

Collective Bargaining Agreements Covering 200 or More Ontario Employees
Expiring in March 1978 (Cont'd)

Employer and Location	Union	No. Empl
St. Joseph Religious Hospitaliers of Hotel Dieu, Windsor	Service Employees (AFL-CIO/CLC)	32
St. Joseph's Hospital, Guelph	CUPE (CLC)	23
St. Joseph's Hospital, Hamilton	CUPE (CLC)	51
St. Joseph's Hospital, Toronto	CUPE (CLC)	52
St. Mary's General Hospital, Kitchener	Service Employees (AFL-CIO/CLC)	32
St. Peter's Hospital, Hamilton	CUPE (CLC)	20
St. Thomas-Elgin General Hospital, St. Thomas	Service Employees (CLC)	29
Salvation Army Grace Hospital, Ottawa	CUPE (CLC)	23
Sarnia General Hospital	Service Employees (AFL-CIO/CLC)	25
Sault Ste. Marie General Hospital	Service Employees (AFL-CIO/CLC)	20
Savage Shoes (1970), Plant No. 7, London	United Shoe Workers (AFL-CIO/CLC)	20
Scarborough Centenary Hospital	CUPE (CLC)	26
Scarborough General Hospital	CUPE (CLC)	42
Scarborough Public Utilities Commission (Hydro, Water and Garage Divs.)	Electrical Workers (IBEW) (AFL-CIO/CLC)	25
Laura Secord, Div. of Ault Foods (1975) Ltd., Toronto	Bakery Workers (AFL-CIO/CLC)	40
Silverwood Industries, Dairies Div., Toronto	Cdn. Operating Engineers (CCU)	20
Simmons Ltd., Bramalea	Electrical Workers (UE) (CLC)	20
South Waterloo Memorial Hospital, Cambridge	Service Employees (AFL-CIO/CLC)	20
Sterling Packaging Products, Toronto	Printing and Graphic Communications (AFL-CIO/CLC)	20
Stratford General Hospital	CUPE (CLC)	21
Sudbury General Hospital of the Immaculate Heart of Mary	CUPE (CLC) (service and maintenance empls., full-time)	30
Sudbury General Hospital of the Immaculate Heart of Mary	CUPE (CLC) (service and maintenance empls., part-time)	30
Sudbury Memorial Hospital	CUPE (CLC)	20
Sunbeam Corp. Canada, Toronto	Federal Labour Union (CLC)	31

Collective Bargaining Agreements Covering 200 or More Ontario Employees
Expiring in March 1978 (Cont'd)

Employer and Location	Union	No. of Empls.
Sunnybrook Hospital, North York	Service Employees (AFL-CIO/CLC)	850
Supreme Aluminum Industries Ltd., Scarborough and Pickering	Employees' Assn. (Ind.)	350
Thunder Bay City Corp., Dawson and Grandview Lodge	Service Employees (AFL-CIO/CLC)	360
Toronto and District Ready Mix Companies, Intercity	Teamsters (Ind.)	560
Toronto East General and Orthopaedic Hospital, East York	Service Employees (AFL-CIO/CLC)	501
Toronto General Hospital	CUPE (CLC)	900
Toronto Spring Manufacturers	Steelworkers (AFL-CIO/CLC)	200
Toronto Western Hospital	CUPE (CLC)	550
Treasury Board of Canada, province-wide	Professional Institute of the Public Service of Canada (PIPS) (Ind.) (computer systems administrator group)	1,755
Treasury Board of Canada, province-wide	PIPS (Ind.) (translation group)	871
Union Carbide Canada, Carbon Products, Metals, Welland	Electrical Workers (UE) (CLC)	500
United Co-operatives of Ontario, Tend-R-Fresh Plant, Petersburg	Foodworkers (AFL-CIO/CLC)	205
University Hospital, London	Service Employees (AFL-CIO/CLC)	400
Upper Lakes Shipping, province-wide	Railway, Transport and General Workers (CLC)	525
Victoria Hospital, London	Service Employees (AFL-CIO/CLC) (RNA Unit)	240
Victoria Hospital, London	Service Employees (AFL-CIO/CLC) (service and maintenance empls.)	535
Welland County General Hospital	Service Employees (AFL-CIO/CLC)	440
Wellesley Hospital, Toronto	Service Employees (AFL-CIO/CLC)	373
West Park Hospital, Etobicoke	Service Employees (AFL-CIO/CLC)	238
Windsor Utilities Commission	Electrical Workers (IBEW) (AFL-CIO/CLC)	225
John Wood Ltd., Toronto	Auto Workers (CLC)	290
York County Hospital, Newmarket	Service Employees (AFL-CIO/CLC)	231



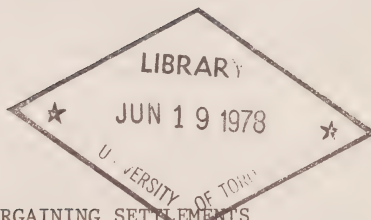
Labour Canada
Travail Canada



Ontario

LABOUR CANADA
OTTAWA

ONTARIO MINISTRY OF LABOUR
TORONTO



COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
March 1978

Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

Foreword

This report consists of four sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in March 1978, and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries - the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

Some of the settlements note that the wage increases are subject to the approval of the Anti-Inflation Board. This note is generally included only when part of an increase is withheld pending the Board's decision. It is not extended to other settlements which may require AIB approval, even if the wage increases appear to exceed the anti-inflation guidelines.

The second section of the report lists rulings made by the Anti-Inflation Board in March 1978 on settlements which were reported previously. The list includes only those rulings which have come to the attention of the Ministry and it may be incomplete. The action taken by the Board is indicated in terms of whether the Board approved or disapproved the settlements.

The third section lists the negotiations underway in March 1978. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The fourth section lists the agreements that are scheduled to expire in April 1978.

This report was prepared jointly by Labour Canada and the Ontario Ministry of Labour. Labour Canada reports on non-construction situations covering 500 or more employees. The Ontario Ministry of Labour reports on non-construction situations covering 200 to 499 employees and on all construction situations covering 200 or more employees.

April 29, 1978

Contents

	Page
Index to Settlements Reported	109
March 1978 Settlements	
Food and Beverage	113
Leather	114
Textile	115
Wood	115
Furniture and Fixture	117
Printing, Publishing and Allied	119
Primary Metal	120
Metal Fabricating	121
Electrical Products	122
Non-Metallic Mineral Products	126
Chemical and Chemical Products	127
Miscellaneous Manufacturing	129
Mines	130
Transportation	131
Storage	133
Education and Related Services	133
Health and Welfare Services	140
Amusement and Recreation Services	146
Personal Services	146
Federal Administration	147
Provincial Administration	149
Local Administration	151
Addendum	
November 1977 Settlements	155
December 1977 Settlements	156
January 1978 Settlements	157
February 1978 Settlements	159
Anti-Inflation Board Rulings in March 1978	162
Negotiations in Progress during March 1978	
Covering 200 or More Employees	163
Collective Bargaining Agreements Covering 200 or More Ontario Employees Expiring in April 1978	178

Highlights

Furniture and Fixtures Settlements. Four settlements, affecting about 1,800 Ontario furniture workers, were concluded recently by one independent and three international unions. The Carpenters' Local 2679 negotiated a master settlement with the Canadian Association of Storefitting Manufacturers, acting on behalf of 14 member firms in Metropolitan Toronto and the surrounding area. The 23-month settlement, resulting in individual agreements covering a combined total of 395 employees, provided for a first-year general wage increase of 5 per cent. Second-year increases will equal the amount generated under a cost-of-living allowance providing one cent per hour for each .3 increase in the Consumer Price Index above the January 1979 base, with adjustments made quarterly. (In the previous contracts there was a one-time COLA adjustment during 1977.) In addition, the employers agreed to a two-step increase of 13 cents per hour in contributions to the Carpenters' Benefit Trust Health and Welfare Plan.

The terms of the remaining three renewal agreements were influenced by the economic difficulties which Canadian plants have recently encountered in competing with the lower-cost U.S. furniture industry. Sklar Furniture Ltd., employing 650 members of the Upholsterers Union in Whitby and Ajax, negotiated a one-year agreement providing for a 30-cent per hour general wage increase effective September 1, 1978, six months after the previous agreement expired. The existing COLA float of 30 cents per hour was continued. Pending AIB approval, the parties agreed to implement 27 cents of the proposed general increase. A similar wage settlement, involving a general increase of 35 cents per hour, was accepted in January 1978 by 275 members of the International Woodworkers at Sklar's Peppler Division in Hanover.

Finally, a 24-month renewal agreement was concluded in March between Goldcrest Furniture Ltd., which purchased the former Reed Paper Ltd. Furniture Division, and the Canadian Union of Industrial Employees. The settlement, covering 425 workers employed in Toronto, was reached in conciliation and provided a three-stage general wage increase totalling 58 cents per hour. Other changes included improvements in the afternoon shift premium and bereavement leave provision, a new safety shoe allowance, and a new dental plan with premiums paid from wages. Some revisions were made in job classifications, including implementation of a procedure for reducing current red-circle rates.

Printing Crafts Settlements. Negotiations for the renewal of master contracts between the Council of Printing Industries of Canada (CPIC) and the Graphic Arts International Union (GAIU) commenced in late 1977. In addition to a set of common bargaining proposals prepared in close co-ordination by

GAIU craft sections, the union decided to pursue the objective of a national health and welfare program to supplement the government health insurance scheme. The latter aim had been endorsed by the 1977 Canadian Local Presidents Conference.

The negotiations were conducted simultaneously on a regional basis and involved about 50 CPIC member companies, parties to a common lithography and photoengraving agreement and a separate bookbinding agreement, both of which expired on December 31, 1977. In both instances the contract talks were resolved at the mediation stage. The first agreement was reached in early March, when 2,155 lithographers and photo-engravers employed in Montreal and four Ontario locations ratified a new settlement following the resolution of outstanding issues involving lunch periods, shift premiums and manning of presses. The one-year contract provided an average general wage increase of 6.4 per cent, with a 35 cent per hour floor and a 65 cent increase on all rates exceeding \$9.64 per hour. Other changes included special inequity adjustments for certain classifications, an amended bereavement leave provision, and increased employer contributions to the CPIC/GAIU Welfare Plan intended to cover current benefit levels and the negotiated improvements in life insurance and weekly indemnity benefits. The Council also agreed to investigate the practicability of establishing a national welfare plan under joint trusteeship, and to set up a joint union-management committee to evaluate the possibility of introducing a dental care program, subject to future negotiations.

In late March, 725 bookbinders, members of GAIU Local 28-B and employed by 31 CPIC member firms in the Toronto area, reached a tentative settlement, which was later ratified on April 2. / Details will be included in the April issue of this report. / The one-year contract provided an hourly rate increase of 60 cents for Journeymen I and 42 cents for Journeymen II, a higher night shift premium and increased employer contributions to the industry-wide Welfare Plan. The parties also agreed to establish a new industry-wide labour-management committee.

The remaining CPIC master agreements with the Printing and Graphic Communications Union and the Typographical Union, covering printing and composing room employees, expire on April 30, 1978 and negotiations for their renewal are continuing.

Ottawa Transit Settlement. A one-year renewal agreement was concluded in direct bargaining between the Ottawa-Carleton Regional Transit Commission and its 1,355 bus operators and mechanics, represented by Division 279 of the Amalgamated Transit Union. The new contract, replacing a previous agreement which expired on December 31, 1977, called for an average wage

increase of 6 per cent and an increase of 3 to 5 cents per hour in trades differentials. Other features involved improvements in weekly indemnity and extended sick leave benefits reflecting the general wage increase, an expansion of the bereavement leave provision and higher safety shoe allowances. Also, the calculation of past service pension benefits was updated to include an average of earnings of the last 6 years, 1972-1977 inclusive.

Grainhandlers Settlement. About 15,000 grain handlers, members of Local 650 of the Brotherhood of Railway Clerks, ratified a renewal agreement with Lakehead Terminal Elevators Association. The one-year contract covers employees of six companies operating grain elevators in Thunder Bay. The new terms, agreed to in direct negotiations, included a cost-of-living fold-in of 19 cents plus a general wage increase of 24 cents per hour, of which only a portion was implemented pending AIB approval. The cost-of-living formula was continued with the trigger point modified to reflect the CPI level in March 1978. In addition, health and welfare provisions were revised to provide increased life insurance and weekly indemnity benefits and an improved dental plan.

Hospital Paramedical Settlement. Province-wide negotiations between the Ontario Public Service Employees Union and 38 general hospitals across the province have produced, for the third successive year, a master settlement covering 1,820 technologists and technicians. The settlement was reached in conciliation and was ratified by 35 of the hospitals participating in the joint negotiations, with unresolved local issues at the three remaining hospitals being submitted to arbitration. In addition to a 4 per cent general salary increase, the paramedical employees received an increase in shift premiums to \$1.65 per 7½-hour shift, shorter service requirements for 3 weeks' vacation for those below the Technologist 1 Level, and a new provision permitting overtime worked to be compensated either in money or in time-off. The hospitals also agreed to institute an Extended Health Care Plan and to pay 50 per cent of the premium. Other new provisions involved the introduction of unpaid adoption leave, and an undertaking by the hospital to discuss proposed technological changes with the union and to notify affected employees in advance of such changes. The negotiated improvements generally brought the paramedics' entitlements in line with the uniform provisions achieved by hospital service units in their last central bargaining round and/or with those awarded in 1977 to the nursing units in separate two-year agreements expiring in September 1978.

Index to Settlements Reported, March 1978

Employer and Location	Union	Page
Canadian Admiral Corp. Ltd., Mississauga	Electrical Workers (IUE) (AFL-CIO/CLC) (hourly-rated empls.)	122
Canadian General Electric Co. Ltd., Cobourg, Oakville, Peterborough and Toronto, Ont. and Montreal and St. Andre, Que. and the Montreal Armature Co. Ltd., Montreal, Que.	Electrical Workers (IUE) (AFL-CIO/CLC) (salaried, hourly and incentive workers, full and part- time)	123
Canadian General Electric Co. Ltd., Guelph, Peterborough, Scarborough and Toronto	Technical Engineers (AFL-CIO/CLC) (draftsmen)	125
Canadian Industries Ltd., Industrial Chemicals Div., Cornwall	Steelworkers (AFL-CIO/CLC)	128
Canadian Ohio Brass Co. Ltd., Niagara Falls	Intl. Chemical Workers (AFL-CIO)	159
Canadian Pacific Air Lines Ltd., system-wide	Air Line Attendants (CLC)	131
Comasco Ltd., Haley	Steelworkers (AFL-CIO/CLC)	120
Council of Printing Industries of Canada, Hamilton, London, Ottawa and Toronto, Ont. and Montreal, Que.	Graphic Arts Union (AFL-CIO/CLC) (lithography empls. and photo- engravers)	119
Dow Chemical of Canada Ltd., Sarnia	Oil, Chemical and Atomic Workers (AFL-CIO/CLC) (plant empls.)	129
Dunlop Pont of Canada Ltd., Kingston	Kingston Independent Nylon Workers Union (Ind.)	115
Durham Regional Board of Commissioners of Police	Police Assn. (Ind.)	151
Durham Regional Municipality (Works Dept.)	CUPE (CLC)	151
E. B. Eddy Forest Products Ltd. (Wood Products Div.), Nairn Twp.	Carpenters (AFL-CIO/CLC)	115
Foxhead Inn Ltd. (carrying on business as Sheraton Brock Hotel, Sheraton Foxhead Inn and Sheraton Motor Inn), Niagara Falls	Hotel Employees (AFL-CIO/CLC)	146
Goldcrest Furniture Ltd., Toronto	Cdn. Union of Industrial Employees (Ind.)	117
Government of Canada (Treasury Board)	Professional Institute (PIPS) (Ind.) (engineering and land survey group)	147
Government of Canada (Treasury Board)	Public Service Alliance of Canada (PSAC) (CLC) (auditing group)	148
Greater Niagara General Hospital, Niagara Falls	Ont. Nurses' Assn. (Ind.) (registered and graduate nurses)	156

Index to Settlements Reported, March 1978 (Cont'd)

Employer and Location	Union	Page
Guelph City Corp. (Works, Parks and Recreation Depts.)	CUPE (CLC)	152
Hamilton-Wentworth Regional Municipality	CUPE (CLC) (inside empls.)	153
Honeywell Ltd., Scarborough	Auto Workers (CLC) (hourly-rated empls.)	129
I-T-E Industries Ltd., Power Equipment Group, Mississauga	Electrical Workers (IBEW) (AFL-CIO/CLC)	126
Kellogg Salada Co. Ltd., Rexdale	Bakery Workers (AFL-CIO/CLC)	159
Labatt's Ltd. (London Brewery)	Natl. Brewery Workers Union (CLC)	113
Lake Ontario Cement Ltd., Sophiasburgh and Toronto	Cement Workers (AFL-CIO/CLC)	126
Lakehead Terminal Elevators Assn. (Cargill Grain Co. Ltd., Manitoba Pool Elevators, Parrish and Heimbecker Ltd., Richardson Terminals Ltd., Saskatchewan Wheat Pool and United Grain Growers Ltd.), Thunder Bay	Railway Clerks (AFL-CIO/CLC)	133
Lambton County Board of Education	CUPE (CLC)	133
Lever Detergents Ltd., Toronto	Intl. Chemical Workers (AFL-CIO)	127
London City Corp.	CUPE (CLC) (outside empls.)	153
London City Corp. (Dr. John Dearnness Home for Elder Citizens)	Service Employees (AFL-CIO/CLC)	145
Metropolitan Toronto Store Fitting Manufacturing Cos.	Carpenters (AFL-CIO/CLC)	118
National Defence, Communications Security Establishment	PSAC (CLC) (communications officers group, administrative services and computer systems administration groups of the Administrative and Foreign Service Category)	148
National Research Council of Canada, Ottawa	Research Council Employees' Assn. (Ind.) (operational category, supervisory and non-supervisory empls.)	148
National Research Council of Canada	Research Council Employees' Assn. (Ind.) (technical category)	160
National Steel Corp. of Canada Ltd., Capreol and Parry Sound	Steelworkers (AFL-CIO/CLC)	130
Niagara Regional Municipality	CUPE (CLC) (Public Works Dept. and office and clerical empls.)	154
Niagara South Board of Education	CUPE (CLC) (maintenance, services, and plant operations empls.)	134
Niagara South Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (OTF)	134

Index to Settlements Reported, March 1978 (Cont'd)

Employer and Location	Union	Page
Ontario Government	Ont. Public Service Employees' Union (OPSEU) (Ind.) (clerical services category)	149
Ontario Government	OPSEU (Ind.) (general operational services category)	150
Ontario Government	OPSEU (Ind.) (maintenance services category)	150
Ontario Government	OPSEU (Ind.) (office services category)	150
Oshawa General Hospital	Ont. Nurses' Assn. (Ind.) (registered and graduate nurses, full and part-time)	155
Ottawa Board of Education	Employees' Assn. (Ind.) (maintenance, services and plant operations empls.)	135
Ottawa-Carleton Regional Transit Commission, Ottawa	Transit Union (AFL-CIO/CLC) (bus operators, etc.)	132
Peel Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	136
Perth County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	137
Peterborough Civic Hospital	Ont. Nurses' Assn. (Ind.) (registered and graduate nurses, full and part-time)	140
St. Michael's Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	141
Sangamo Co. Ltd., Toronto	Machinists (AFL-CIO/CLC)	126
Sault Ste. Marie General Hospital	Ont. Nurses' Assn. (Ind.) (registered and graduate nurses, full and part-time)	143
Savage Shoes (1970) Ltd., Plant No. 7, London	United Shoe Workers (AFL-CIO/CLC)	114
Sklar Furniture Ltd., Ajax and Whitby	Upholsterers (AFL-CIO/CLC)	118
Supreme Aluminum Industries Ltd., Scarborough and Pickering	Employee Council Representatives of Supreme Aluminum Industries Ltd. (Ind.)	121
Toronto Commercial Film Producers Assn.	I.A.T.S.E. and Moving Picture Machine Operators (AFL-CIO/CLC)	146
University of Toronto	Graduate Assistants' Assn. (Ind.)	139
Victoria Hospital, London and 34 other Ontario hospitals	OPSEU (Ind.) (paramedical empls.)	144

Index to Settlements Reported, March 1978 (Cont'd)

Employer and Location	Union	Page
Waterloo County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	157
Waterloo County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	158
Wentworth County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	137
Weyerhaeuser Canada Ltd., Sault Ste. Marie	Woodworkers (AFL-CIO/CLC)	117
Windsor City Board of Commissioners of Police	Police Assn. (Ind.) (Unit A)	154
John Wood Ltd., Toronto Plant	Auto Workers (CLC)	121
York County Board of Education	CUPE (CLC)	138
York County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	139

LEATHER

Savage Shoes (1970) Limited, Plant No. 7 at London - Local 300, United Shoe Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from March 1, 1978 to February 28, 1980, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages: Full retroactivity for hours worked since March 18, 1978.

Effective	<u>Apr. 1/78</u>	<u>Mar. 5/79</u>
Increases	Timeworkers - 16¢ or a rate of \$3.05, whichever is greater; pieceworkers - 16¢	16¢
COLA Fold-in	6¢	
Group D (includes Floor Boy)	\$3.44-\$3.84 (\$3.22-\$3.62)	\$3.60-\$4.00
Group A (includes Utility Senior)	\$4.09-\$4.49 (\$3.87-\$4.27)	\$4.25-\$4.65

Previous rates reflect a 9-cent COLA fold-in during the term of the 1976-1978 agreement.

Probationary period is 2 months. Employees receive a 10-cent increase every 3 months until maximum rates are reached (unchanged). A merit increase of 15¢ per hour in the first year of the contract and 10¢ per hour in the second year may be awarded to Group A employees (new). This merit increase shall be at the discretion of the Company only.

Minimum Wage: Starting hourly rates range from the Ontario minimum (plus any COLA payable) and upwards, depending on the experience, skill, competence and efficiency of the employee involved (unchanged).

Cost of Living Allowance: 1¢ per hour for each 1.0 change in the Consumer Price Index, where 1971 equals 100 and the Index base is 170.0 (152.0). To be adjusted semi-annually.

Saturday Call-in: Effective April 1, 1978, employees called in to work on Saturday are assured of a minimum of 3 (2) hours' work or pay.

Holiday Pay: Employees on maternity leave shall be paid holiday pay for holidays falling in the period of their leave provided that they return to work and stay in the Company's employ for 1 month following the termination of their leave (new).

Vacation Pay: 6% vacation pay after 7 (8) years' service, 7% after 14 (15) years and 11% (10%) after 30 (34) years.

Bereavement Leave: Blood-related aunts and uncles are included in 1 day's paid leave (new).

Health and
Welfare:

Life Insurance and A.D. & D. - \$6,000 (\$5,000) coverage for employees with dependents. \$3,000 (\$2,500) coverage for employees without dependents.

Weekly Indemnity - Benefit is 66 2/3% of employee's average weekly salary, to the UIC maximum. (Previously, maximum was \$133 per week.) Payable on a 1-4-15 (13) basis.

OHIP - Effective in April 1978, employer pays 100% of premium costs. Effective May 1, 1978, employer pays 60% of increased premium costs as of that date. (Previously, employer paid \$27.00 per month for dependent coverage and \$13.50 per month for single coverage.)

TEXTILE

Du Pont of Canada Ltd. at Kingston - Kingston Independent Nylon Workers Union (Ind.): A 22½-month renewal agreement effective from March 8, 1978 to January 27, 1980, covering 1,430 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	Jan. 28/78	Jan. 27/79
	General Increases	6%	7%
	Trades Adjustment		8c
	Package Preparation Operator	\$5.61 (\$5.28)	\$6.00
	Storeman	\$6.62 (\$6.24)	\$7.08
	Stationary Engineer (2nd Class)	\$7.86 (\$7.40)	\$8.49
Lead Hand Premium:	Effective January 28, 1978, 42¢ (40¢) per hour. Effective January 28, 1979, 45¢ per hour.		
Shift Premium:	Effective January 28, 1978, 0-24¢-29¢ (0-23¢-27¢). Effective January 28, 1979, 0-26¢-32¢.		
Sunday Premium:	Effective January 28, 1978, 95¢ (90¢) per hour. Effective January 28, 1979, \$1.20.		
Safety Shoe Allowance:	Effective January 28, 1978, \$19 (\$17) per annum plus one-third of the excess, to a maximum payment of \$24 (\$22).		

WOOD

E.B. Eddy Forest Products Ltd. (Wood Products Division) at Nairn Township - Local 2693, Carpenters (AFL-CIO/CLC): A 24-month renewal agreement effective from September 1, 1977 to August 31, 1979, covering 235 employees, settled with mediation assistance. Duration of negotiations - 7 months.

Wages:	Effective	<u>Sept. 1/77</u>	<u>Sept. 1/78</u>
General Increases		46¢	40¢
Classification Adjustments			40¢ for Licensed Graders; 15¢ for Class A Tradesmen
General Labourer		\$6.19 (\$5.73)	\$6.59
Electrician		\$7.69 (\$7.23)	\$8.24
		<u>Mar. 1/79</u>	<u>June 1/79</u>
General Increases		6¢	4¢
General Labourer		\$6.65	\$6.69
Electrician		\$8.30	\$8.34

Previous rates reflect a roll-back by the Anti-Inflation Board.

Reporting Pay: Effective March 15, 1978, employees unable to complete the full day or shift for reasons beyond their control receive pay for the full day or shift. (Previously, one-half day's pay for less than 4 hours worked and a full day's pay for more than 4 hours.)

Vacation Pay: Effective March 15, 1978, 4% vacation pay after 1 year's service and 6% after 6 (7) years. Effective September 1, 1978, 6% after 5 years and 8% after 14 years.

Health and Welfare: Weekly Indemnity Plan - Effective March 15, 1978, maximum benefit is \$135 (\$120) per week. Effective September 1, 1978, \$170 per week.

Medical, Surgical, Drug and Hospital Care Plans - Effective January 1, 1978, employer pays \$18.09 (\$12.84) per month for single coverage and \$36.63 (\$26.13) per month for family coverage. Effective September 1, 1978, employer pays \$24.09 per month for single coverage and \$48.63 per month for family coverage.

Dental Plan (new) - Effective September 1, 1978, employer pays 100% of cost of Basic Blue Cross Plan with Rider #1, plus 50% of cost of Rider #2, based on the 1976 Ontario Dental Association schedule of fees.

Clothing Allowance: Employer provides raincoats and aprons and contributes \$1.00 per pair toward the cost of safety gloves or mitts (new).

Safety Shoe Allowance: Employer contributes \$4.00 (\$3.00) per pair for approved safety shoes.

Weyerhaeuser Canada Ltd. at Sault Ste. Marie - Local 2-1000, Woodworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from November 26, 1977 to November 25, 1979, covering 325 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Nov. 26/77</u>	<u>Nov. 27/78</u>
General Increases		30¢	35¢
Light Labour		\$4.88 (\$4.58)	\$5.23
Labourer		\$5.08 (\$4.78)	\$5.43
Electrician A1		\$6.34 (\$6.04)	\$6.69

Health and Welfare: Life Insurance and A.D. & D. - Effective December 1, 1978, \$8,000 (\$6,000) coverage.

OHIP - Effective April 1, 1978, employer pays 100% of increased premium costs. Effective May 1, 1978, employer pays 100% of premium costs as of that date. (Previously, \$22 for family coverage and \$11 for single coverage.)

Pension Plan: Basic Benefit - Effective January 1, 1978, \$6.00 (\$5.50) per month per year of service.

FURNITURE AND FIXTURE

Goldcrest Furniture Limited (formerly, Reed Ltd., Furniture Div.) at Toronto - Canadian Union of Industrial Employees (Ind.): A 24-month renewal agreement effective from February 27, 1978 to February 26, 1980, covering 425 employees, settled at the conciliation officer stage. Duration of negotiations - 1½ months.

Wages: Full retroactivity for all hours worked between February 27, 1978 and March 29, 1978.

Effective	<u>Mar. 29/78</u>	<u>Sept. 4/78</u>	<u>Mar. 5/79</u>
General Increases	14¢	14¢	30¢
Additional Adjustments	Red circled non-incentive rates decrease by 5¢; red circled incentive rates decrease by 10¢; green circled rates increase by 4¢ to 16¢ to bring them to the classification rates		Red circled non-incentive rates decrease by 5¢; red circled incentive rates decrease by 10¢

	<u>Mar. 29/78</u>	<u>Sept. 4/78</u>	<u>Mar. 5/79</u>
Grade I (includes Sew Operator- Zippers)	\$3.84-\$4.04 (\$3.70-\$3.90)	\$3.98-\$4.18	\$4.28-\$4.48
Grade 17 (Maintenance Mechanic "A")	\$6.79-\$7.09 (\$6.65-\$6.95)	\$6.93-\$7.23	\$7.23-\$7.53
Probationary period is 7 weeks. Maximum rates are reached after one 7-week, one 17-week and one 6-month increase.			
Shift Premium:	20¢ (17¢) per hour worked on the afternoon shift.		
Bereavement Leave:	3 days' paid leave to attend the funeral of a member of the immediate family. 2 (1) days' paid leave if employee cannot attend the funeral.		
	2 (1) days' paid leave in the event of the death of an employee's mother-in-law or father-in-law.		
Health and Welfare:	<u>Dental Plan</u> - Effective on either September 4, 1978 or March 5, 1979, a dental plan may be instituted. Cost of premiums will be paid from the wages on that date.		
Safety Shoe Allowance (new):	\$6 per year for employees required to wear safety shoes.		

Sklar Furniture Ltd. at Ajax and Whitby - Local 50, Upholsterers (AFL-CIO/CLC):
A 12-month renewal agreement effective from March 1, 1978 to February 28, 1979, covering 650 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 1/78</u>
	General Increase	30¢
	Training Rate	\$4.14 (\$3.84)
	Maintenance Product Engineer	\$6.35 (\$6.05)
Holdback:	Only 27¢ of the general increase will be implemented unless the higher amount is approved by the Anti-Inflation Board.	
Cost of Living Allowance:	The 30¢ per hour paid as a float throughout the previous agreement continues.	
	The COLA provision remains inoperative.	

Metropolitan Toronto Store Fitting Manufacturing Companies - Local 2679, Carpenters (AFL-CIO/CLC): 23-month renewal agreements with 14 companies effective March 6, 1978 to February 15, 1980, covering a total of 395 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	Feb. 16/78	Feb. 16/79
General Increases		5%	Wage increase will equal the amount generated under the cost of living provision.
Labourer		\$5.54 (\$5.28)	
Cabinet Maker (1st Class)		\$7.30 (\$6.95)	
Cost of Living Allowance:	1¢ per hour for each .3 increase in the Consumer Price Index, where 1971 equals 100, above the base of January, 1979. To be adjusted quarterly. (Basic formula is unchanged. Previous provision did not generate an allowance.)		
Health and Welfare:	<u>Employer Contribution</u> - Effective in the first contract year, 26¢ (20¢) per hour per employee for straight time hours worked is paid to the Carpenters' Union (Industrial Division) Benefit Trust health and welfare plan. Effective in the second contract year, 33¢ per hour per employee.		

PRINTING, PUBLISHING AND ALLIED

Council of Printing Industries of Canada at Hamilton, London, Ottawa* and Toronto, Ont. and Montreal, Que. - Various Locals, Graphic Arts Union (AFL-CIO/CLC) (lithography employees and photo-engravers): A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 2,155 employees, settled with mediation assistance. Duration of negotiations - 6 months.

*While the agreement is applicable to the Ottawa area, there are currently no employers from that area.

Wages:	Effective	Jan. 1/78	Mar. 6/78
Increases:			
Currently under \$5.47		35¢	
Currently over \$9.64		65¢	
Others		6.4%	
Inequity Adjustments			5¢, 6¢, 7¢ or 25¢, depending on classification
Press Helper		\$5.66-\$6.52 (\$5.31-\$6.13)	
Platemaker		\$10.30 (\$ 9.65)	
Journeyman First Pressman (Seven Unit - Fourteen Plates)		\$11.95 (\$11.30)	

Bereavement Leave: In-laws and step-relatives are included in 3 days' paid leave. (Previously, 1 day's paid leave for in-laws. No provision for step-relatives.)

Health and Welfare: Employer Monthly Contribution to the Life Insurance Plan - Effective January 1, 1978 to maintain the current level of insurance benefits, \$20.81 (\$18.80) for employees without dependents and \$29.51 (\$24.50) for employees with dependents.

Effective April 1, 1978 to provide for the increased benefits shown below, the employer contributes an additional \$4.77 per employee.

Life Insurance - Effective April 1, 1978, coverage is \$17,000 (\$12,000).

Weekly Indemnity - Effective April 1, 1978, benefits are payable on a 1-4-26 (1-8-26) basis.

PRIMARY METAL

Chromasco Limited at Haley - Local 4632, Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from October 19, 1977 to October 18, 1980, covering 360 employees, settled at the post-mediation officer bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Oct. 19/77</u>	<u>Oct. 19/78</u>	<u>Oct. 19/79</u>
General		20¢*	27¢	10¢
Increases				
COLA Fold-in		20¢		
Classification Adjustment				To be determined. Maximum of 25¢.
Labourer		\$5.21 (\$4.81)	\$5.48	
Machinist Mechanic, 1st Class		\$6.11 (\$5.71)	\$6.38	

Previous rates reflect COLA fold-ins made during the term of the 1975-1977 agreement.

*Note: Increases are subject to approval by the Anti-Inflation Board.

Cost of Living Allowance: 1¢ per hour for each 0.5 change in the Consumer Price Index, where 1971 equals 100. To be adjusted quarterly. (Formula is unchanged.)

Health and Welfare: Life Insurance and A.D. & D. - Effective October 19, 1978, \$9,000 (\$8,000) coverage. Effective October 19, 1979, \$10,000 coverage.

Weekly Indemnity Plan - Effective October 19, 1978, benefits increase to \$100 (\$90) per week.

Pension Plan (new): Basic Benefit - Effective January 1, 1977, employer pays 100% of cost of plan providing benefits of \$2.00 per month per year of service. Effective January 1, 1978, \$3.50 and, effective January 1, 1979, \$4.50.

METAL FABRICATING

Supreme Aluminum Industries Ltd. at Scarborough and Pickering - Employee Council Representatives of Supreme Aluminum Industries Ltd. (Ind.): A 12-month renewal agreement effective from April 1, 1978 to March 31, 1979, covering 350 employees, settled at the bargaining stage. Duration of negotiations - 1½ months.

Wages: Effective Apr. 1/78
General Increase 4%

Office

Grade 60 (includes Clerk Junior) \$159-\$173
(\$153-\$166)

Grade 66 (Programmer) \$237-\$268
(\$228-\$258)

Non-Office

Grade 12 (includes Sub-assembler) \$163-\$172
(\$157-\$165)

Grade 03 (includes Machinist III) \$246-\$271
(\$237-\$261)

Probationary period is 90 calendar days (previously, 12 weeks). Maximum rates are reached after increases at 3 months (previously, 6 weeks) and 1 year, and after one subsequent merit increase. Rate ranges shown omit the start rate.

Wage Protection: If the rate of inflation exceeds 6% (8%), there will be a 1% increase in wages for each 1% increase in the Toronto Consumer Price Index over 6%. This clause was not triggered during the term of the previous contract.

Paid Holidays: Civic Holiday is added, for a total of 8 (7) days.

Paid Vacation: Service for vacation purposes is calculated based on the employee's anniversary date of employment (previously, based on the date of the basic summer shutdown period).

Health and Welfare: OHIP - Employer pays 100% of premium costs, including the May 1, 1979 increase. (Previously, \$32 per month for family coverage and \$16 per month for single coverage.)

John Wood Limited, Toronto Plant - Local 124, Auto Workers (CLC): A 12-month renewal agreement effective from March 15, 1978 to March 14, 1979, covering 290 employees, settled at the bargaining stage. Duration of negotiations - 1½ months.

Wages:	Effective	<u>Mar. 15/78</u>
	General Increase	10¢
	Additional Adjustments	5¢ for Skilled Trades and non-incentive employees
	Group 10-C (includes Assembler)	\$4.14 (\$4.04)
	Tool and Die Maker	\$6.73 (\$6.58)

Cost of Living Allowance: Current COLA add-on is \$1.89 (\$1.47).
1¢ per hour for each .6 change in the Consumer Price Index, where 1949 equals 100. To be adjusted annually and paid as an add-on. (Basic formula is unchanged.)

Pension Plan: Basic Benefit - \$7.00 (\$6.50) per month per year of service.

ELECTRICAL PRODUCTS

Canadian Admiral Corporation Ltd. at Mississauga - Local 545, Electrical Workers (IUE) (AFL-CIO/CLC) (hourly-rated employees): A 24-month renewal agreement effective from March 15, 1978 to March 14, 1980, covering 650 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Mar. 15/78</u>	<u>Mar. 15/79</u>	<u>Oct. 1/79</u>
	General Increases	25¢	30¢	31¢
	Inequity Adjustments (4 jobs upgraded)	2¢ (average)		
	Skilled Adjustments			
	Maintenance 1, 2 & 3	15¢	10¢	
	Journeyman 1 & 2	20¢	15¢	
	Journeyman Electrician	50¢		
	Labour Grade 4	\$4.70-\$4.86 (\$4.45-\$4.61)	\$5.00-\$5.16	\$5.31-\$5.47
	Journeyman 1st Class	\$6.79-\$6.91 (\$6.34-\$6.46)	\$7.24-\$7.36	\$7.55-\$7.67
	Journeyman Electrician (new classification)	\$7.09-\$7.21	\$7.39-\$7.51	\$7.70-\$7.82

Paid Holidays: 1 floating holiday is added for a total of 12 (11) days per year. The new holiday will occur during the Christmas period, but will become Heritage Day if that day is proclaimed by statute.

Paid Vacation: Effective the second year, 4 weeks after 14 (15) years and 6 weeks (new) after 27 years.

Paid Education Leave (new): Employer contributes 1¢ per paid hour into a fund to provide up to 4 weeks of paid union education leave. Number of participants is limited to level of fund.

Health and Welfare: Life Insurance and A.D. & D. - Effective April 1, 1979, \$8,000 (\$5,000) coverage.

Weekly Indemnity - Effective April 1, 1979, benefits are paid from the first day of illness if hospitalized. (Previously, from the eighth day.)

Extended Health Care Benefits - Effective June 1, 1978, deductible is reduced to \$5 per person and \$10 per family. (Previously, \$10 and \$20, respectively.) Effective April 1, 1979, deductible is eliminated.

Dental Plan (new) - Effective April 1, 1979, coverage is provided by the employer for diagnostic and preventative services based on the 1978 Ontario Dental Association fee schedule. Annual deductible is \$25 per person and \$50 per family. 80%/20% co-insurance.

Pension Plan: Employer Contribution - Effective October 1, 1979, 35¢ (30¢) per paid hour.

Safety Shoe Allowance (new): \$5 per year.

Canadian General Electric Company Ltd. at Cobourg, Oakville, Peterborough and Toronto, Ont. and Montreal and St. Andre, Que. and the Montreal Armature Company Ltd. at Montreal, Que. - Various Locals, Electrical Workers (IUE) (AFL-CIO/CLC) (salaried, hourly and incentive workers, full and part-time): Two 24-month renewal agreements (one agreement for each province) effective from March 5, 1978 to March 4, 1980, covering a total of 2,085 employees and including part-time employees in the bargaining unit for the first time. Settled with mediation assistance in Ontario and at the conciliation officer stage in Quebec. Duration of negotiations - 5 months.

Wages:	Effective	<u>Mar. 5/78</u>	<u>Sept. 4/78</u>	<u>Mar. 5/79</u>
Increases				
	Hourly	30¢/hr.	8¢/hr.	28¢/hr.
	Salaried	\$8-\$16/wk.	\$3.20/wk.	\$9-\$15/wk.
	Incentive	See below		
	Skilled Trades Adjustment			5¢-15¢ per hour to all applicable job rates and payroll adders
	Labourer			
	Oakville	\$5.97 (\$5.67)	\$6.05	\$6.33
	Montreal	\$5.91 (\$5.61)	\$5.99	\$6.27

	<u>Mar. 5/78</u>	<u>Sept. 4/78</u>	<u>Mar. 5/79</u>
Electrician Gr. 1			
Oakville	\$7.83 (\$7.53)	\$7.91	\$8.34
Montreal	\$7.53 (\$7.23)	\$7.61	\$8.04
Tool & Die Maker Gr. 1			
Oakville	\$8.05 (\$7.75)	\$8.13	\$8.56

Hourly - Rates vary slightly by plant location. Those shown above represent the top of the range for each province.

Salaried - Increases vary according to job grade. Overall increases are commensurate with the increases scheduled for hourly employees.

Incentive - Increases parallel the 30-cent and 8-cent general increases scheduled for hourly employees in 1978. However, the 28-cent increase scheduled for March 5, 1979 will be applied both to the job rates and to the Anticipated Earnings Rates. Payroll adders are to be frozen at the February 1979 level.

Cost of Living Allowance (new): Effective in 1979, 1¢ per hour for each .34 point rise in the Consumer Price Index (where 1971 equals 100) occurring over the periods February-May, May-August and August-November. Allowance will be uncapped and paid as an "add-on".

Shift Premium: Effective March 5, 1979, 0-25¢-30¢ (0-23¢-25¢).

Paid Holidays: If legislated, Heritage Day is added, for a total of 12 (11) days.

Paid Vacation: Effective in the second year of the agreement, 4 weeks after 14 (15) years.

Jury Duty Pay: Stipulation that employees turn in any fee received for jury duty service to the employer is removed (new).

Health and Welfare: Weekly Sickness and Accident - For disabilities commencing on or after March 13, 1978, maximum benefit is \$160 (\$147) per week. For disabilities commencing on or after March 5, 1979, maximum benefit is \$175 per week. Benefits remain payable on a 1-1-8-54 basis. The 15 weeks' coverage by the UIC now extends from the 17th (previously, from the 3rd) week of absence.

Long Term Disability Plan (new) - Effective March 5, 1979, coverage is \$500 to \$600 per month, varying by wage category, less offsets for any statutory benefits. Applies to all employees with 1 or more years of service. Accumulation of pension credit continues under this plan. (The plan replaces the former Disability Pension Plan which required a minimum of 15 years of service for eligibility.)

Dental Plan (new) - Effective July 1, 1978, the employer pays 100% of cost of premiums for plan covering eligible employees and their dependents. Plan provides for 100% coverage on diagnostic and preventive procedures and 80%/20% co-insurance

on restorative procedures and repair and replacement of dentures. No deductible. Payments in the first year are based on the 1976 fee schedule of the appropriate provincial Dental Association. Payments in the second year will be based on the 1977 fee schedule of same. Maximum coverage per person per year is \$500; per family, \$2,000.

Pension Plan: Supplemental Benefit - Effective January 1, 1979, \$6 (\$5) per month per full year of credited service, beginning at 10 years' and up to a maximum of 30 years' credited service.

Prescription Safety Glasses: Employer replaces work-damaged glasses (new).

Safety Shoe Allowance: \$27.50 (\$25.00) on a 1 pair per year basis. Employees working in certain designated areas may receive this allowance as required (new).

Income Extension Aid Plan: Effective March 14, 1978, layoff benefit is 66 2/3% (50%) of regular earnings, to a maximum of \$160 (\$85) per week. Effective March 5, 1979, maximum benefit increases to \$175 per week.

Canadian General Electric Company Limited at Guelph, Peterborough, Scarborough and Toronto - Local 164, Technical Engineers (AFL-CIO/CLC) (draftsmen): Four 24-month renewal agreements effective from January 1, 1978 to December 31, 1979, covering 232 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/78</u>	<u>July 1/78</u>	<u>Jan. 1/79</u>
	Increases (weekly)	\$11-\$18	\$3.20	\$10-\$16
	<u>Peterborough</u>			
	Junior Draftsman	\$191.74-\$243.71 (\$183.08-\$232.71)	\$194.25-\$246.91	\$202.12-\$256.91
	Senior Designer	\$344.12-\$369.43 (\$328.30-\$352.43)	\$347.11-\$372.63	\$361.10-\$387.63

Paid Holidays: Heritage Day, if declared a statutory holiday by the provincial government, is added for a total of 12 (11) days.

Paid Vacation: Effective January 1, 1979, 4 weeks after 14 (15) years.

Health and Welfare: Weekly Indemnity Plan - Benefits are 66 2/3% of weekly earnings, to a maximum of \$160 (\$147) per week. Payable, as previously, on a 1-8-8-39 basis. Effective January 1, 1979, maximum benefit is \$175 per week.

Dental Plan - Employer pays 100% of cost of new dental plan providing 100% coverage for diagnostic and preventative work and 80%/20% co-insurance for endodontic and restorative work, including denture repair and replacement.

Long Term Disability Plan - Plan provides benefits of 50% of pre-disability weekly earnings (new).

I-T-E Industries Limited, Power Equipment Group at Mississauga - Local 1590, Electrical Workers (IBEW) (AFL-CIO/CLC): A 12-month renewal agreement effective from December 1, 1977 to November 30, 1978, covering 221 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Dec. 1/77</u>
	General Increase	5.8%
	Assembler C (Group 1.2)	\$4.34-\$4.87 (\$4.10-\$4.60)
	Tool and Die Maker (Group 10)	\$6.13-\$6.95 (\$5.79-\$6.57)

Probationary period is 360 working hours. Maximum rates are reached after 9 months for Assembler C and after 12 months for Tool and Die Maker.

Cost of Living Allowance: 30-cent COLA float continues.
Provision is inoperative during the term of this agreement.

Sangamo Company Limited at Toronto - Local 1755, Machinists (AFL-CIO/CLC): A 12-month renewal agreement effective from April 1, 1978 to March 31, 1979, covering 340 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Apr. 1/78</u>
	General Increase	34¢
	Labour Grade 11 (includes Assembler - Bench (Misc.))	\$4.61-\$4.99 (\$4.27-\$4.65)
	Labour Grade 1 (includes Electrician - Maintenance)	\$7.03-\$7.66 (\$6.69-\$7.32)

Probationary period is 90 days worked. Maximum rates are reached after four 3-month increases.

Cost of Living Provision: Suspended, as in the 1977-1978 agreement.

Bereavement Leave: 3 days' (previously, up to 3 days') paid leave in the event of a death in the immediate family. A stillborn child is considered as a son or daughter (new).

Tool Allowance: Maximum of \$50 (\$25) per calendar year for Machinists' personal tool kits.

NON-METALLIC MINERAL PRODUCTS

Lake Ontario Cement Limited at Sophiasburgh and Toronto - Local 387, Cement Workers (AFL-CIO/CLC): A 12-month renewal agreement effective from December 1, 1977 to November 30, 1978,

covering 247 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Dec. 1/77</u>	<u>Jan. 15/78</u>
	General Increase	40¢*	
	COLA Fold-in		12¢
	Class 2 (includes Labourer)	\$7.21 (\$6.81)	\$7.33
	Class 17 (includes Electrician 1st Class)	\$8.41 (\$8.01)	\$8.53
	Class 21 (includes Instrument Mechanic)	\$8.73 (\$8.33)	\$8.85

*Note: Increase is subject to approval by the Anti-Inflation Board.

Cost of Living Provision: The 12-cent COLA fold-in on January 15, 1978 is the allowance for the last two months of the previous contract.

Operation of the cost of living clause is suspended in the current contract.

Paid Vacation: 5 weeks after 15 (20) years.

Bereavement Leave: Grandchild is added to present clause providing up to 3 days' paid leave if employee attends funeral.

Health and Welfare: Weekly Indemnity Plan - Employer pays 100% of cost of plan. Benefits increase to UIC maximum of \$160 (\$147) per week, payable, as previously, on a 1-4-52 basis.

Pension Plan: 1.1% (1.0%) of average annual earnings per month per year of service prior to January 1, 1966.

For service after January 1, 1966, 0.8% (0.7%) of average annual earnings up to Canada Pension Plan maximum in the year of retirement, per month per year of service, and 1.1% (1.0%) of average annual earnings above CPP maximum in the year of retirement, per month per year of service.

CHEMICAL AND CHEMICAL PRODUCTS

Lever Detergents Limited at Toronto - Local 32, International Chemical Workers (AFL-CIO): A 12-month renewal agreement effective from March 15, 1978 to March 15, 1979, covering 400 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Mar. 12/78</u>
	Increase	35¢-56¢

Mar. 12/78

Step 2 \$6.450
(includes (\$6.090)
Cleaner - General
Services)

Step 13 \$9.450
(includes Electronic- (\$8.890)
Electrician)

Bereavement Leave: Daughter-in-law, son-in-law and grandchildren included in up to 3 (1) days' paid leave to attend funeral.

Health and Welfare: Long Term Disability Plan - Plan is compulsory for all future employees with one or more years' seniority (previously, voluntary). Benefits indexed to Consumer Price Index to a maximum of 2% per year for employees active as of March 15, 1978 (new).

Dental Plan - Coverage based on 1978 (1977) Ontario Dental Association schedule of fees.

Canadian Industries Limited, Industrial Chemicals Division at Cornwall - Local 13142, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from November 16, 1977 to November 14, 1979, covering 200 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>Nov. 16/77</u>	<u>Nov. 16/78</u>
	General	6.04%	8.0%
	Increases		
	Labourer	\$5.50 (\$5.19)	\$5.94
	CS2 Operating Engineer	\$8.19 (\$7.72)	\$8.85

Cost of Living Allowance (new): Effective November 16, 1978, if the Consumer Price Index (1971=100) increase exceeds 6% between October 1977 and October 1978, the cost of living allowance is 1% per hour per 1% increase in the CPI, to a maximum of 2%.

Effective in the second year of the contract, if the CPI increase exceeds the October 1978 Index by 9%, 1% per hour per 1% increase in the CPI, to a maximum of 2%.

Shift Premium: 0-25¢-40¢ (0-19¢-29¢).

Lead Hand Premium: 40¢ (20¢) per hour.

Paid Holidays: One additional day, for a total of 11 (10) days.

Safety Shoe Allowance: Employer pays a maximum of \$30 towards the cost of 1 pair of safety shoes every 6 months (new).

Dow Chemical of Canada Ltd. at Sarnia - Local 9-672, Oil, Chemical and Atomic Workers (AFL-CIO/CLC) (plant employees): A 12-month renewal agreement effective from March 1, 1978 to February 28, 1979, covering 810 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Mar. 1/78</u>
	General Increase	6%
	Utility "B"	\$6.44 (\$6.08)
	Lead Journeyman (includes Electrician)	\$9.15 (\$8.63)
	Chief Operator	\$9.67 (\$9.12)
Shift Premium:	0-37¢-55¢ (0-35¢-52¢). 62¢ (58¢) per hour for 12-hour night shifts.	
Bereavement Leave:	1 day's paid leave to attend the funeral of grandparents, grandchildren, brothers-in-law and sisters-in-law (new).	
Health and Welfare:	<u>Life Insurance</u> - Coverage ranges from \$24,000 to \$36,000 (\$21,000 to \$30,000), according to earnings level. The employer continues to pay for the first \$10,000 of coverage.	
	<u>Weekly Sickness and Accident</u> - Benefit ranges from \$165 to \$200 (\$155 to \$185) per week, according to earnings level.	
	<u>Extended Disability</u> - Minimum benefit is \$500 (\$400) per month. Qualifying period is 3 (5) years.	
Pension Plan:	The 175 employees originally covered by the 1948 Plan will now receive benefits based on their average annual earnings for the period January 1, 1974 to December 31, 1978 (previously, January 1, 1971 to December 31, 1975).	
Safety Shoe Allowance:	Up to \$40 per year. (Previously, \$30 for the first pair and \$15 per year thereafter.)	

MISCELLANEOUS MANUFACTURING

Honeywell Ltd. at Scarborough - Local 80, Auto Workers (CLC) (hourly-rated employees): A 12-month renewal agreement effective from March 1, 1978 to February 28, 1979, covering 600 employees, settled during a work stoppage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Mar. 1/78</u>
	General Increase	6%
	Inequity Adjustment	20¢ (average)
	Skilled Trades Adjustment	20¢ (average)

Mar. 1/78

Labourer (Grade 11)	\$4.97 (\$4.69)
Tool & Die Maker	\$8.45 (\$7.69)

Shift Premium: 0-23¢-25¢ (0-21¢-23¢).

Health and Welfare: Life Insurance - \$10,000 (\$7,000).

OHIP - Effective immediately, the employer contributes \$19 per month for single coverage and \$38 per month for dependent coverage. The employer is also obligated, by letter of intent, to pay any additional amounts as may be required to pay premiums in full. (Previously, employer paid \$16 per month for single coverage and \$32 per month for dependent coverage.)

Weekly Indemnity - Maximum benefit is \$160 (\$147) per month.

Pension Plan: Basic Benefit - \$10 (\$9) per month per year of service. Effective for employees retiring on or after March 1, 1978.

Tool Allowance for Apprentices: \$400 (\$350) over 4 years.

Safety Shoe Allowance: \$15 (\$10) per pair. Limited to 2 pairs per year.

Tool Theft Insurance: \$400 (\$350) maximum, with a deductible of \$25.

MINES

National Steel Corporation of Canada Limited at Capreol and Parry Sound - Local 5500, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from September 1, 1977 to August 31, 1979, covering 200 employees, settled with mediation assistance. Duration of negotiations - 7 months.

Wages:	Effective	Sept. 1/77	Mar. 1/78
General Increases		30¢	20¢
COLA Fold-in			\$1.04
Job Increment			.005¢
Job Class 2 (includes Labourer)	\$5.40 (\$5.10)		\$6.65
Job Class 18 (includes Electrician)	\$7.11 (\$6.81)		\$8.44
		Sept. 1/78	Mar. 1/79
General Increases		15¢	10¢
Job Increment		.003¢	

	<u>Sept. 1/78</u>	<u>Mar. 1/79</u>
Job Class 2 (includes Labourer)	\$6.80	\$6.90
Job Class 18 (includes Electrician)	\$8.64	\$8.74
Previous rates reflect COLA fold-ins made during the term of the 1974-1977 agreement.		
Cost of Living Allowance:	Effective June 1, 1978, 1¢ for every .35 (.4) increase in the Consumer Price Index, where 1961 equals 100.	
Shift Premium:	Effective March 1, 1979, 0-20¢-25¢ (0-15¢-20¢).	
Overtime Pay:	Double time after 16 hours of overtime (new).	
Health and Welfare:	<u>Life Insurance and A.D. and D.</u> - Effective September 1, 1978, \$10,000 (\$9,000) coverage.	
	<u>Dental Plan</u> - Effective September 1, 1978, payments are based on the 1977 (1974) fee schedule.	
Pension Plan:	<u>Basic Benefit</u> - \$10 (\$8) per month per year of service.	

TRANSPORTATION

Canadian Pacific Air Lines Ltd., system-wide - Air Line Flight Attendants (CLC): A 12-month renewal agreement effective from August 1, 1977 to July 31, 1978, covering 900 employees, settled at the conciliation officer stage. Duration of negotiations - 10 months.

Wages:	Effective	<u>Aug. 1/77</u>	<u>Apr. 1/78</u>
General Increases	6%		32 1/2¢ applied to the July 31, 1977 rates*
Flight Attendant - Jet Aircraft	\$13.40-\$19.35 (\$12.64-\$18.25)		\$13.74-\$19.69
Purser - DC-8L Aircraft	\$15.89-\$23.12 (\$14.99-\$21.81)		\$16.23-\$23.46
Passenger Service Director	\$22.50-\$26.34 (\$21.23-\$24.85)		\$22.85-\$26.69

* The overseas flight differential of 60¢ per hour is eliminated on April 1, 1978 by conversion to an across-the-board increase of 32 1/2¢.

Overtime Pay (new): Time and one-half after 14 hours per day.

Paid Holidays: Holidays will be granted on a substitute basis, with 1.4 calendar days for each holiday, rounded off as follows:

<u>General Holidays</u>	<u>Substituted Holidays</u>
1	1
2	3
3	4
4	5
5	7
6	8
7	10
8	11

In the event that the general holidays as provided for in the Canada Labour Code are increased beyond 8 per calendar year, the application of the substituted holidays will be as follows:

<u>General Holidays</u>	<u>Substituted Holidays</u>
9	12
10	14
11	15

(Previously, employees accumulated 2 days off per quarter in lieu of paid holidays.)

Cleaning Allowance: \$12 (\$8) per month.

Ottawa-Carleton Regional Transit Commission at Ottawa - Division 279, Transit Union (AFL-CIO/CLC) (bus operators, etc.):
A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 1,355 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/78</u>
	Average Increase	6%
	Trades Differential	3¢/5¢
	Operator	\$7.53 (\$7.11)
	Mechanic B	\$8.50 (\$7.98)

Bereavement Leave: 1 day's paid leave in the event of the death of a brother-in-law or sister-in-law (new).

Health and Welfare: Weekly Indemnity - Benefit is \$39.25 (\$37.00) per day, to a maximum of \$196.25 (\$185.00) per week.

Extended Sick Leave Benefit - \$530 (\$500) per month.
Payable for 3 years.

Pension Plan: Past service benefit is updated to the average earnings of the last 6 years' service, that is, 1973 to 1978.

Safety Shoe Allowance: \$23.50 (\$22.00) for one pair per year for employees in the Equipment Department.

STORAGE

Lakehead Terminal Elevators Association (Cargill Grain Company Ltd., Manitoba Pool Elevators, Parrish and Heimbecker Ltd., Richardson Terminals Ltd., Saskatchewan Wheat Pool and United Grain Growers Ltd.) at Thunder Bay - Local 650, Railway Clerks (AFL-CIO/CLC): A 12-month renewal agreement effective from February 1, 1978 to January 31, 1979, covering 1,500 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Feb. 1/78</u>
	COLA Fold-in	19¢
	General Increase	24¢
	Labourer	\$7.22-\$8.07 (\$6.79-\$7.64)
	Dryerman	\$8.52 (\$8.09)
	Electronic Technician	\$9.02 (\$8.59)
	Previous rates reflect an Anti-Inflation Board rollback of 6¢.	
Holdback:	Pending AIB approval, 18¢ of the 24-cent negotiated increase will be held back.	
Cost of Living Allowance:	4.863¢ per hour for each point that the Consumer Price Index exceeds 171.0 for the month of November, 1978. (Previously, 4.836¢ per hour for each full point increase in the Index above 161.8.) Calculated quarterly.	
Health and Welfare:	<u>Group Life Insurance</u> - Effective April 1, 1978, \$20,000 (\$10,000) coverage.	
	<u>Sickness and Accident Plan</u> - Effective July 1, 1978, benefit is \$200 (\$175) per week.	
	<u>Dental Plan</u> - Payments are based on the 1978 (1977) Ontario Dental Association fee schedule.	

EDUCATION AND RELATED SERVICES

Lambton County Board of Education - Local 1019, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from March 1, 1978 to February 28, 1979, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Mar. 1/78</u>
	Increase	6.0%-6.4%

Mar. 1/78

Cleaner	\$4.80 (\$4.51)
Custodian	\$6.05 (\$5.71)

Shift Premiums: 0-17¢-25¢ (0-15¢-25¢).

Paid Vacation: 6 weeks (new) in twenty-fifth year only.

Niagara South Board of Education - Local 468, Canadian Union of Public Employees (CLC) (maintenance, services and plant operations employees):
A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 450 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/78</u>
	General Increase	5.6%
	Cleaner	\$4.64 (\$4.40)
	Electrician	\$7.39 (\$7.00)

Paid Vacation: 5 weeks after 19 (20) years' service and 6 weeks (new) after 30 years.

Bereavement Leave: 3 (1) days' paid leave for death of grandparents and grandchildren.

Health and Welfare: Extended Health Care Plan - Maximum claim for eyeglasses is \$60 (\$40) per person every two years.

Dental Plan - Payments are based on the 1978 (1977) Ontario Dental Association schedule of fees.

Niagara South Board of Education - Ontario Secondary School Teachers' Federation and L'Association des Enseignants Franco-Ontariens (OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 850 employees, settled with mediation assistance. Duration of negotiations - 11 months.

AIB Reduction/ Previous Agreement: The arbitral award for the 1976-1977 agreement provided for a general increase of 11.3%. Following review by the Anti-Inflation Board, the actual increase, including increments, was limited to 8% and the years to maximum on the teachers' grid restored to 13. Sample rates, shown in brackets below, reflect the lesser increase.

Wages:	Effective	<u>Sept. 1/77</u>
	General Increase	7.0%

Sept. 1/77

Teacher, Group 1 0-13 years	\$11,336-\$20,648 (\$10,594-\$19,297)
Teacher, Group 4 0-13 years	\$13,997-\$25,780 (\$13,081-\$24,093)
Principal 0-4 years	\$34,125-\$37,085 (\$31,895-\$34,695)
Vice Principal 0-4 years	\$30,175-\$32,735 (\$28,200-\$30,600)
Consultant 0-4 years	\$29,425-\$31,785 (\$27,500-\$29,700)

Interim Pay/
AIB Holdback: Pending approval by the Anti-Inflation Board, the employer will make interim salary payments based on the 1976-1977 grids, reduced by an across-the-board percentage reduction equal to the cost of the increments for 1976-1977, and then increased by 7%.

Cost of Living
Allowance
(new): A lump sum one-time allowance is to be paid September 30, 1978 for each month of the contract for which the Consumer Price Index (1971=100) exceeds the August, 1977 Index by more than 7%. The allowance will be determined by multiplying the teacher's basic monthly salary as of August 31, 1978 by the percent of rise in the CPI in excess of 7% for each month in which that occurs.

Responsibility
Allowances: Commercial Director - \$2,525 (\$2,400)
Technical Director - \$2,525 (\$2,400)
Department Head - \$2,425 (\$2,300)
Minor Head - \$1,600 (\$1,500)
Assistant Head - \$1,000 (\$942)

Health and
Welfare: OHIP - The employer pays 100% (75%) of the premium.
Dental Plan - Coverage will continue to be based on the most current Ontario Dental Association fee schedule.

Professional
Development &
Educational
Leave Fund: \$37,450 (\$35,000) for the school year.

Ottawa Board of Education - Employees' Association (Ind.) (maintenance, services and plant operations employees): A 12-month renewal agreement effective from February 1, 1978 to January 31, 1979, covering 830 employees, settled at the conciliation officer stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Feb. 1/78</u>
	Average Increase	4.8%
	Kitchen Assistant	\$3.64 (\$3.47)
	Full-time Caretaker	\$4.53-\$6.01 (\$4.32-\$5.73)
	Electrician (Mtce. Cat. 1)	\$7.76 (\$7.40)
Saturday Premium:	25¢ (20¢) per hour.	
Special Leave:	Paid leave of up to 1 day for needs directly related to the birth of the employee's child (new).	
Classroom Allowance:	Chief Custodians receive \$57.50 (\$55.00) annually for each classroom in use above 5, including lunchroom, gymnasiums and portable classrooms.	
Meal Allowance:	\$2.50 minimum or such other rate as set by the employer for all staff. (Previously, \$2.)	
Protective Clothing:	Cafeteria workers are provided with 2 working smocks, as required. (Previously, 3 smocks per year.)	

Peel Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 2,400 employees, settled at the bargaining stage. Duration of negotiations - 11 months.

Wages:	Effective	<u>Sept. 1/77</u>
	General Increase	5.82%
	Teacher, Level 1 0-5 years	\$10,267-\$14,703 (\$ 9,702-\$13,894)
	Teacher, Level 4 0-8 years	\$12,929-\$20,027 (\$12,217-\$18,924)
	Teacher, Level 7 0-10 years	\$16,478-\$25,350 (\$15,571-\$23,955)
	Principal 0-4 years	\$29,786-\$33,335 (\$28,147-\$31,501)
	Vice Principal 0-4 years	\$24,463-\$28,012 (\$23,117-\$26,470)
	Consultant/ Co-ordinator	\$28,975-\$32,524 (\$27,381-\$30,734)

Court Leave (new): Paid leave is granted to employees summoned as witnesses. Any stipend received is to be paid to the employer.

Health and
Welfare:

OHIP - Effective April 1, 1978, employer pays 100% (75%) of cost of premiums.

Life Insurance and A.D. & D. - Effective May 1, 1978, employer pays 100% (66 2/3%) of cost of premiums.

Extended Health Care Benefit - Effective May 1, 1978, employer pays 100% (50%) of cost of premiums.

Dental Plan - Effective May 1, 1978, employer pays 100% (50%) of cost of premiums for standard coverage.

Perth County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 380 employees, settled with mediation assistance. Duration of negotiations - 13 months.

Wages:

Effective	Sept. 1/77
Average Increase	8.3%
Teacher Lev. 1 Cat. D 0-6 years	\$9,185-\$12,908 (\$8,600-\$12,210)
Teacher Lev. 7 Cat. A4 0-12 years	\$14,301-\$25,835 (\$13,390-\$24,190)

Principal

Classification of School	Minimum	Maximum
A	\$28,740 (\$26,650)	\$30,540 (\$28,750)
B	\$28,180 (\$25,830)	\$29,980 (\$27,930)
C	\$26,895 (\$24,805)	\$28,695 (\$26,905)
D	\$26,374 (\$23,574)	\$28,074 (\$25,674)
E	\$590 (\$540) per room, to a maximum of four rooms.	

Wentworth County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (OTF): Two 12-month agreements effective from September 1, 1977 to August 31, 1978, and from September 1, 1978 to August 31, 1979. The agreements cover 560 employees and were settled through post mediation bargaining. Duration of negotiations - 11 months.

Wages:

Effective	Sept. 1/77 (First Agreement)	Sept. 1/78 (Second Agreement)
<u>Annual Rates</u>		
Teacher Level 1 0-6 years	\$8,825-\$13,200 (\$7,986-\$12,300)	\$9,354-\$13,992
Teacher Level 4 0-10 years	\$12,350-\$20,950 (\$10,681-\$19,528)	\$13,091-\$22,207

	<u>Sept. 1/77</u> (First Agreement)	<u>Sept. 1/78</u> (Second Agreement)
Teacher Level 7 0-14 years; eff. Sept. 1/78, 0-13 years	\$15,000-\$27,350 (\$13,203-\$25,216)	\$15,800-\$29,200
<u>Principals</u>		
1-8½ Rooms 0-6 years	\$26,020-\$30,020 (\$24,020-\$28,020)	\$27,581-\$31,821
9-17½ Rooms 0-7 years	\$26,520-\$31,020 (\$24,520-\$29,020)	\$28,111-\$32,881
18 or More Rooms 0-8 years	\$27,120-\$32,520 (\$25,120-\$30,520)	\$28,747-\$34,471
AIB Revisions/ Previous Agreement:	The previous agreement (January 1, 1976 to August 31, 1977) called for a 22% wage increase effective January 1, 1976 and an 8% wage increase effective September 1, 1976. Following review by the Anti-Inflation Board, these increases were revised to 15% and 12%, respectively. Grid and Principals' rates shown above in brackets reflect this revision. In addition, years to maximum for a Level 7 teacher and for all 3 categories of Principals reverted to the durations shown above.	
	The following changes apply to the first year agreement:	
Court Fees:	Fees received for serving as a witness or juror, exclusive of travelling allowances and living expenses, are to be forwarded to the Board of Education (new). This stipulation has been added to the existing clauses which provide paid leave for jury or crown witness duty.	
Health and Welfare:	<u>Dental Plan</u> - Coverage is based on the 1977 (1975) Ontario Dental Association fee schedule.	
Travel Allowance:	Effective April 1, 1978, 22.4¢ per mile or 14¢ per kilometre. (Previously, 21¢ per mile.)	
<u>York County Board of Education - Local 1196, Canadian Union of Public Employees (CLC):</u> A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 300 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 4 months.		
Wages:	Effective	<u>Jan. 1/78</u>
	Increase	20¢-40¢ on maximum rates
	Matron	\$4.38 (\$4.18)
	Caretaker No. 1	\$5.32-\$5.72 (\$5.08-\$5.41)

Jan. 1/78

General Maintenance	\$6.65-\$7.05
Man No. 2	(\$6.33-\$6.65)

Probationary period is 90 days of work. Maximum rates are reached after two 6-month increases.

Paid Vacation: 4 weeks after 12 (13) years' service.

Health and Welfare: Life Insurance and A.D. & D. - Coverage is 2 times annual salary, to the next highest \$1,000. (Previously, \$15,000.)

York County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 1,250 employees, settled through post mediation bargaining. Duration of negotiations - 11 months.

Wages: Effective Sept. 1/77

Annual Rates

Teacher, Category D	\$9,355-\$13,040
0-5 years	(\$8,800-\$12,250)
Teacher, Category A1	\$12,695-\$21,570
0-11 years	(\$12,000-\$20,350)
Teacher, Category A4	\$14,960-\$26,800
0-12 (11) years	(\$14,140-\$25,300)

Principals

0-5 years	
Schools with less than 500 students	\$27,255-\$31,130 (\$25,600-\$29,350)
Schools with 500 or more students	\$28,880-\$32,755 (\$27,300-\$31,050)

Health and Welfare: Dental Plan - Coverage is based on the 1977 (1976) Ontario Dental Association fee schedule.

University of Toronto - Local 2, Graduate Assistants' Association (Ind.): An 18-month renewal agreement effective from March 14, 1978 to August 31, 1979, covering 2,030 employees, settled at the conciliation officer stage. Duration of negotiations - 10 months.

Wages:	Effective	<u>Sept. 1/77</u>	<u>Sept. 1/78</u>
	General Increases	6.2%	3.75%
	Undergraduate	\$8.92 (\$8.40)	\$9.25

	<u>Sept. 1/77</u>	<u>Sept. 1/78</u>
Graduate Student (with less than 2 years of full-time graduate study and without a Masters degree or equivalent)	\$10.62 (\$10.00)	\$11.02
Graduate Student (with 2 years or more of full-time graduate study or with a Masters degree or equivalent, and Post-Doctoral Fellows)	\$12.21 (\$11.50)	\$12.67

Assignments are for 27 weeks, at an average of 10 hours per week (unchanged).

HEALTH AND WELFARE SERVICES

Peterborough Civic Hospital - Local 66, Ontario Nurses' Association (Ind.)
(registered and graduate nurses, full-time and part-time):
Two 24-month renewal agreements effective from October 1, 1976 to September 30, 1978, covering 200 full-time and 135 part-time employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 19 months.

Wages: Special Hiring Rate (new) - Effective April 5, 1977, Registered Staff Nurses who are hired with less than 1 year of clinical experience receive \$1,115 per month. Effective October 1, 1977, special hiring rate increases to \$1,190 per month. Similarly, special hiring rate for Graduate Nurses is \$1,058.84 per month, effective April 5, 1977, and \$1,133.84 per month, effective October 1, 1977. After 6 months' service, the minimum rate of the appropriate wage range is paid.

The desirability of maintaining the special hiring rate will be reviewed upon the expiration of the agreement.

Effective	<u>Oct. 1/76</u>	<u>Oct. 1/77</u>
General Increases	\$93 per month*	\$75 per month*
Adjustment (see "Differential" below)		

FULL-TIME (monthly rates)

Registered Staff Nurse	\$1,208-\$1,408 (\$1,115-\$1,315)	\$1,283-\$1,483
Head Nurse & Teaching Nurse	\$1,314.15-\$1,514.15 (\$1,214.45-\$1,414.45)	\$1,389.15-\$1,589.15

Probationary period is 60 tours worked. Maximum rates are reached after seven annual increases.

PART-TIME
(tour rates)

Registered Staff Nurse	\$60.77-\$70.83 (\$56.09-\$66.15)	\$64.54-\$74.61
Head Nurse	\$66.11-\$76.17 (\$61.10-\$71.16)	\$69.88-\$79.95

Part-time rates include 9% (unchanged) in lieu of fringe benefits.

Probationary period is 60 tours worked. Maximum rates are reached after seven 200-tour increases.

*Note: Increases are subject to approval by the Anti-Inflation Board. \$70 and \$50 in the first and second contract years, respectively, is payable immediately, with holdbacks prorated for part-time employees.

Differential - The rates effective October 1, 1976 and October 1, 1977 for Head Nurse are adjusted so as to increase the differential of \$99.45 with Registered Staff Nurse to \$106.15.

Shift Premium:	Effective April 10, 1977, 0-\$1.65-\$1.65 (0-\$1.55-\$1.55) per tour or 22¢ (20¢) per hour where 10 and 12-hour tours are worked.
Standby Pay:	Effective April 10, 1977, \$10 (\$9) per 8-hour tour.
Temporary Responsibility Premium:	\$2.00 (\$1.75) per tour for General Duty Nurses assigned the functions of a Charge Nurse in the absence of a Head Nurse.
Paid Holidays (full-time employees):	9 designated days and 1 floating day (unchanged), plus a renewal of the non-recurring, floating, non-premium day provided in the previous agreement.
Paid Vacation:	Effective in the first contract year, 5 weeks (new) after 25 years' service. Effective in the second contract year, 5 weeks after 22 years.
Health and Welfare:	<u>Semi-Private Hospitalization</u> - Employer pays 100% (75%) of cost of premiums.

St. Michael's Hospital at Toronto - Local 96, Ontario Nurses' Association (Ind.): Two 24-month renewal agreements effective from October 1, 1976 to September 30, 1978, covering 585 employees (500 full-time and 85 part-time nurses), settled at the post conciliation bargaining stage. Duration of negotiations - 21 months.

Except where noted, the provisions shown below apply to the contracts for both full-time and part-time nurses.

Holdback: Pending review by the Anti-Inflation Board, an interim salary increase of \$85 per month retroactive to October 1, 1976 and \$60 per month retroactive to October 1, 1977 for full-time nurses, and \$3.90 per tour retroactive to October 1, 1976 and \$2.75 per tour retroactive to October 1, 1977 for part-time nurses, will be implemented.

Wages:	Effective	<u>Oct. 1/76</u>	<u>Oct. 1/77</u>
	<u>Full-time Nurses</u>		
	General Increases	\$93 per month	\$75 per month
	Adjustment (Assistant Head Nurse)	\$2.88-\$5.09 per month	
	<u>Monthly Rates</u>		
	Registered Staff Nurse 0-7 years	\$1,208.00-\$1,408.00 (\$1,115.00-\$1,315.00)	\$1,283.00-\$1,483.00
	Assistant Head Nurse 0-7 years	\$1,253.88-\$1,489.09 (\$1,158.00-\$1,391.00)	\$1,328.88-\$1,564.09
	<u>Part-time Nurses</u>		
	<u>Tour Rates</u>		
	Regular RN 0-1,400 tours	\$59.66-\$69.53 (\$54.55-\$64.33)	\$63.95-\$73.92
	Casual RN	\$59.66 (\$54.55)	\$63.95

A 7-3/4 hour shift equals 1 tour (unchanged).

Effective May 1, 1977, a pre-start rate of \$1,115 per month and, effective October 1, 1977, a pre-start rate of \$1,190 per month will be established for a full-time Registered Staff Nurse having less than 1 year of clinical experience at the time of being hired. Upon completion of 6 months' service, advancement will be made to the regular salary grid, with full credit for the 6 months already worked.

In a similar fashion, a pre-start rate of \$1,052 and \$1,127 per month will be established for full-time Graduate Nurses effective May 1, 1977 and October 1, 1977, respectively.

Corresponding pre-start rates will also be established for part-time Registered and Graduate Nurses.

Shift Premium: Effective March 20, 1978, 0-\$1.65-\$1.65 (0-\$1.55-\$1.55) per tour and 21.3¢ (20¢) per hour in the case of 10 or 12-hour tours.

Standby Pay: Effective March 20, 1978, \$10.00 (\$8.50) per tour and a maximum transportation allowance of \$4.45 (\$3.35) each way for any ensuing call-ins.

Paid Holidays: 10 designated days (unchanged) plus a renewal of the 1 personal, floating, non-premium holiday in each year of the agreement for employees on staff during the prescribed period. (Provisions for regular part-time and casual nurses remain unchanged.)

Paid Vacation (full-time nurses): Effective the first year, 5 weeks (new) after 25 years. Effective the second year, 5 weeks after 22 years.

Bereavement Leave: Definition of "immediate family" is extended to include grandparents for up to 3 days' paid leave.

Health and Welfare: Semi-Private Hospitalization (new) (full-time nurses) - Effective following ratification, the employer will pay the premium cost for this added coverage.

Earned Benefit Allowance (part-time nurses) - Effective October 1, 1976, 7% (6%) and, effective October 1, 1977, 8% of the applicable tour rate in lieu of insurance benefits.

Mileage Allowance: 20¢ (15¢) per mile or taxi fare to and from work for employees leaving or reporting for duty between midnight and 6 a.m..

Notice of Layoff: In the event of a proposed layoff of a permanent or long-term nature, the employer agrees to provide the union with at least 30 days' notice and agrees to meet with the union to provide details.

Retention of Seniority: Retained for 12 (9) months while on layoff status.

Sault Ste. Marie General Hospital - Ontario Nurses' Association (Ind.) (registered and graduate nurses, full and part-time): Two 24-month renewal agreements effective from October 1, 1976 to September 30, 1978, covering 215 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 16 months.

Wages: Special Hiring Rate (new) - Effective April 5, 1977, Registered Nurses who are hired with less than 1 year of clinical experience receive \$1,115 per month. Effective October 1, 1977, special hiring rate increases to \$1,190 per month. After 6 months' service, the minimum rates shown below are paid.

The desirability of maintaining the special hiring rate will be reviewed upon the expiration of the agreement.

Effective	Oct. 1/76	Oct. 1/77
General Increases	\$93 per month*	\$75 per month
Registered Nurse	\$1,208-\$1,408 (\$1,115-\$1,315)	\$1,283-\$1,483
Registered Nurse-Part-Time	\$55.75-\$64.98 (\$51.46-\$60.69)	\$59.21-\$68.45

Probationary period is 60 tours worked. Maximum rates for Registered Nurse reached after seven annual increases.

* Note: Increases are subject to approval by the Anti-Inflation Board. \$70 is payable immediately.

Shift Premium: Effective March 26, 1978, 0 - \$1.65 - \$1.65 (0 - \$1.55 - \$1.55).

Standby Pay: Effective March 26, 1978, \$10.00 (\$8.50) per complete shift of standby duty.

Paid Holidays: 1 floating day is added in each year of the agreement, for a total (unchanged) of 11 days. As in the previous agreement, this floating day is non-cumulative and must be renegotiated for each new contract.

Lieu Payment: Part-time nurses receive 8% (7%) of their daily rate in addition to regular salary in lieu of fringe benefits.

Victoria Hospital at London and 34 other Ontario hospitals - Ontario Public Service Employees' Union (Ind.) (paramedical employees): 12-month renewal agreements effective from January 1, 1978 to December 31, 1978, covering a total of 1,746 employees, settled at the conciliation officer stage. Duration of negotiations - 6 months

Wages:	Effective	<u>Jan. 1/78</u>
	General Increase	4%
	Registered Technologist 1* (monthly rate)	\$1,144-\$1,268 (\$1,100-\$1,219)

*The start rate for Registered Technologist 1 is uniform for all hospitals except for the Sault Ste. Marie General which has a start rate of \$1,168. Rates above start are not uniform. The range shown here is for St. Joseph's Hospital in Hamilton.

Shift Premium: Effective the first pay period following ratification, 0-\$1.65-\$1.65 (0-\$1.50-\$1.50) per shift.

Overtime Pay or Time Off Option (new): Employees working overtime may now elect to receive pay at time and one-half or to take time off at the rate of one and one-half times the amount of overtime worked.

Paid Vacation: 3 weeks after 4 (5) years' service for employees below the Technologist 1 Level.

Adoption Leave (new): Up to 3 months, with the possibility of an additional 3 months in special circumstances, of unpaid leave for employees with at least 1 year of seniority.

Health and Welfare: Extended Health Care (new) - Effective from the first billing, the employer will pay 50% of the premium, with \$10 single and \$20 family deductibles.

Technological Change (new): Where technological change is to be introduced in a manner that may alter the work status of an employee, the employer agrees to meet with the union for discussion and agrees to notify affected employees having one or more years of seniority at the earliest reasonable date.

Participating Hospitals

Baycrest, Toronto	Religious Hospitallers of St. Joseph
Joseph Brant Memorial, Burlington	of the Hotel Dieu of Kingston
Central, Toronto	Royal Victoria, Barrie
Chedoke, Hamilton	St. Joseph's, Chatham
Collingwood General and Marine	St. Joseph's, Hamilton
Etobicoke General, Toronto	St. Joseph's General, Peterborough
The Greater Niagara General, Niagara Falls	Sault Ste. Marie General
Guelph General	Scarborough General, Toronto
Humber (Weston), Toronto	South Waterloo Memorial, Cambridge
Kingston General	Stratford General
Mississauga Hospital	Sudbury General of the Immaculate
Mount Sinai, Toronto	Heart of Mary
Norfolk General, Simcoe	Sudbury Laurentian (St. Joseph's)
North Bay Civic	Sudbury Memorial
Northwestern General, Toronto	Toronto East General and Orthopaedic
Oshawa General	Victoria, London
Ottawa Grace	Welland County General
Peterborough Civic	York-Finch General
Port Arthur General, Thunder Bay	

London City Corporation (Dr. John Dearnness Home for Elder Citizens) - Local 220, Service Employees (AFL-CIO/CLC): A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Apr. 1/78</u>
	General Increase	20¢
	Maid	\$4.61-\$5.07 (\$4.41-\$4.87)
	Registered Nursing Assistant	\$5.33-\$5.86 (\$5.13-\$5.66)
	Engineer III	\$7.09-\$7.58 (\$6.89-\$7.38)

Previous rates reflect a roll-back by the Anti-Inflation Board of the 1976-77 contract's wage rates.

Probationary period is 63 working days. (Previously, 75 days for nursing employees only.) Maximum rates for Engineer III reached after one 6-month increase and, for all other classifications, after two 6-month increases.

Uniform Allowance: \$65 (\$60) per year to nursing employees with one full year's service on a permanent basis.

AMUSEMENT AND RECREATION SERVICES

Toronto Commercial Film Producers Association - Local 873, I.A.T.S.E. and Moving Picture Machine Operators (AFL-CIO/CLC): A 24-month renewal agreement effective from February 14, 1978 to February 13, 1980, covering 260 employees, settled at the bargaining stage. Duration of negotiations - 1½ months.

Wages:	Effective	Feb. 14/78	Feb. 14/79
	Increases	5%	The wage increase will equal the percentage rise in the Consumer Price Index for Canada during the previous year, less 1%.
	Craft Serviceman	\$8.25 (\$7.85)	
	Electrician	\$10.30 (\$ 9.80)	
	Sound Mixer	\$14.70 (\$14.00)	
Vacation Pay:	Vacation pay is 8% (7%).		
Health and Welfare (new):	Employer contributes \$2.00 per day per crew employee to a fund covering Life Insurance, A.D. and D., Weekly Indemnity, Semi-Private Hospitalization and prescription drug benefits. Life Insurance and A.D. and D. coverage is \$10,000. (Previously, Life Insurance and A.D. and D. coverage was \$3,000, with premium costs of the Plan paid out of Union dues.)		

PERSONAL SERVICES

Foxhead Inn Limited (carrying on business as Sheraton Brock Hotel, Sheraton Foxhead Inn and Sheraton Motor Inn) at Niagara Falls - Local 442, Hotel Employees (AFL-CIO/CLC): A 24-month renewal agreement effective from January 1, 1978 to December 31, 1979, covering 400 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	Jan. 1/78	Jan. 1/79
	Increases	7% for non-gratuity employees, 3% for gratuity employees, except Bellmen*	6% for non-gratuity employees, 2% for gratuity employees
	Waitress or Waiter	\$2.68 (\$2.60)	\$2.73
	Pastry Chef	\$3.89 (\$3.64)	\$4.12

*Note: Bellmen remain at present rate of \$2.70 until minimum wage increases.

Minimum Rate Guarantee: The agreement stipulates that all rates will be no less than 5¢ above the Ontario minimum wage.

Paid Vacation: For full-time employees, 4 weeks after 15 (16) years. For seasonal employees, vacation pay is 6% after 8 (9) years and 8% after 18 (20) years.

Health and Welfare: Life Insurance - Effective May 1, 1978, employer pays 75% (65%) of cost of voluntary plan for full-time employees providing coverage of \$6,000 (\$3,500).

Weekly Indemnity Plan - Effective May 1, 1978, employer pays 75% (65%) of cost of voluntary plan for full-time employees providing a benefit of \$75 (\$60) per week.

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Professional Institute (Ind.) (engineering and land survey group): A 6½-month renewal agreement effective from March 9, 1978 to September 17, 1978, with wages retroactive to September 20, 1977, covering 2,220 employees, settled with mediation assistance. Duration of negotiations - 9 months.

Wages: Effective Sept. 20/77

Increase \$2,028 per annum
for ENG 6; 7.6%
for all other
classifications

Annual Rates

EN-ENG 1	\$11,480-\$16,460 (\$10,671-\$15,291)
EN-ENG 6	\$31,460-\$35,100 (\$29,432-\$33,072)
EN-SUR 1	\$11,480-\$19,777 (\$10,671-\$18,380)
EN-SUR 5	\$28,846-\$32,378 (\$26,809-\$30,091)

Previous rates reflect a rollback by the Anti-Inflation Board.

Overtime Pay: Field Summer Work - Straight time up to a maximum of 10 hours per week. Time and one-half up to 7½ hours on days of rest and paid holidays. (Previously, straight time plus special monthly field allowance.)

Call-back Pay: Applicable premium rate for overtime "portal to portal", with a minimum payment of 4 (2) hours at the straight time rate.

Paid Vacation: 4 weeks after 13 (14) years of service.

Bereavement Leave: Definition of "immediate family" is extended to include stepmother and stepfather, for up to 4 days' paid leave.

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC)
(auditing group): A 12-month renewal agreement effective from December 26, 1977 to December 24, 1978, covering 2,575 employees, settled by arbitration. Duration of negotiations - 6 months.

Wages:	Effective	<u>Dec. 26/77</u>
	General Increase	6.5%
	<u>Annual Rates</u>	
	AU 1	\$18,495-\$21,835 (\$17,366-\$20,502)
	AU 3	\$26,468-\$29,567 (\$24,853-\$27,762)
	AU 5	\$33,453-\$36,829 (\$31,411-\$34,581)

Meal Allowance \$3.25.
 (new):

National Defence, Communications Security Establishment - Public Service Alliance of Canada (CLC) (communications officers group, administrative services and computer systems administration groups of the Administrative and Foreign Service Category): A 12-month renewal agreement effective from September 27, 1977 to September 26, 1978, covering 329 employees, settled at the arbitration stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 27/77</u>
	General Increase	6.4%
	CS-Level 1	\$11,500-\$19,500 (\$ 9,780-\$18,327)
	CS-Level 5	* \$32,491-\$36,023 (\$30,761-\$33,856)

Probationary period is 12 months. Increments are annual for CS-Level 5. For CS-Level 1 increments are semi-annual up to the eighth step and annual thereafter.

Paid Vacation: Effective March 10, 1978, 4 weeks after 12 (15) years' service.

National Research Council of Canada at Ottawa - The Research Council Employees' Association (Ind.) (operational category, supervisory and non-supervisory employees): Two 12-month renewal agreements effective April 4, 1977 to April 2, 1978, covering 290 employees, settled at the bargaining stage. Duration of negotiations - 12 months.

Wages:	Effective	<u>Apr. 4/77</u>
	Increase	5%-11%
	Equipment Operator	\$10,068-\$12,263 (\$ 9,589-\$11,679)
	Electrician	\$16,867-\$18,219 (\$15,690-\$16,948)
Acting Pay:	5 (10) days qualifying period for non-supervisory employees.	
Shift Premium:	0-18¢-25¢ (0-16¢-23¢).	
Weekend Premium (new):	20¢ per hour for all hours worked on a Saturday and/or Sunday, for employees on a continuous rotating shift.	
Call-Back Pay:	Unlimited maximum for reimbursement of reasonable travel expenses. (Previously, \$5.00.)	
Reporting Pay:	Unlimited maximum for reimbursement of reasonable travel expenses. (Previously, \$5.00.)	
Paid Vacation:	4 weeks after 13 (15) years and 5 weeks after 27 (28) years of service.	
Meal Allowance:	Effective upon signing, \$3.00 (\$2.50) for the first meal, after 3 hours of overtime. \$2.25 for the second and subsequent meals, after 4 hours of overtime (new).	
	This agreement is subject to approval by the Anti-Inflation Board.	

PROVINCIAL ADMINISTRATION

Ontario Government - Ontario Public Service Employees Union (Ind.) (clerical services category): A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 9,600 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Jan. 1/78</u>
	General Increase	4.3%, plus \$2.40 per week
	<u>Weekly Rates</u>	
	Clerk 1, General	\$137.93-\$157.98 (\$129.94-\$149.17)
	Accountant 1, Savings Office	\$181.51-\$215.39 (\$171.73-\$204.21)
	Clerk 5, General	\$250.69-\$289.42 (\$238.05-\$275.19)

Ontario Government - Ontario Public Service Employees Union (Ind.) (general operational services category): A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 4,700 employees, settled with mediation assistance. Duration of negotiations - 7 months.

Wages:	Effective	<u>Jan. 1/78</u>
	General Increase	\$5.60 per week, plus 2.5% compounded
	<u>Weekly Rates</u>	
	Usher and Messenger	\$160.88-\$185.76 (\$151.36-\$175.63)
	Cleaner 1	\$177.20-\$182.40 (\$167.20-\$172.40)
	Elevator Attendant	\$206.40-\$212.80 (\$195.60-\$202.00)
	Laundry Worker 5	\$234.40-\$242.40 (\$223.20-\$230.80)
	Clerk 6, Supply	\$286.40-\$306.00 (\$274.00-\$292.80)

Ontario Government - Ontario Public Service Employees Union (Ind.) (maintenance services category): A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 6,500 employees, settled with mediation assistance. Duration of negotiations - 7 months.

Wages:	Effective	<u>Jan. 1/78</u>
	General Increase	\$6.40 per week, plus 2.8% compounded
	<u>Weekly Rates</u>	
	Operator 1, Offset Equipment	\$165.16-\$187.77 (\$154.26-\$176.26)
	Manual Worker	\$220.00-\$233.20 (\$207.60-\$220.40)
	Driver 1	\$235.60-\$242.80 (\$222.80-\$229.60)
	Construction Safety Officer	\$352.49-\$375.20 (\$336.49-\$358.58)
	Elevator Mechanic 3	\$394.15-\$410.66 (\$377.01-\$393.07)

Ontario Government - Ontario Public Service Employees Union (Ind.) (office services category): A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 7,100 employees, settled with mediation assistance. Duration of negotiations - 7 months.

Wages:	Effective	Jan. 1/78
	General Increase	1.7%, plus \$7.16 per week
	<u>Weekly Rates</u>	
	Operator 1, Bookkeeping Machine	\$137.06-\$156.47 (\$127.73-\$146.81)
	Data Processing Technician 1	\$173.21-\$191.95 (\$163.27-\$181.70)
	Supreme Court Reporter 1	\$361.30-\$430.91 (\$348.22-\$416.67)

LOCAL ADMINISTRATION

Durham Regional Board of Commissioners of Police - Durham Regional Police Association (Ind.): A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 330 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	Jan. 1/78
	General Increase	6%*
	Constable - 4th Class	\$14,840 (\$14,000)
	Constable - 1st Class	\$19,928 (\$18,800)
	Staff Superintendent	\$31,800 (\$30,000)

* Note: Increase is subject to approval by the Anti-Inflation Board.

Health and Welfare: Dental Plan - Employer pays 100% (75%) of cost of premiums.

Durham Regional Municipality (Works Department) - Local 1785, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 230 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	Jan. 1/78
	General Increase	35¢*
	Labourer	\$6.27 (\$5.92)
	Mechanic 2 (Licensed)	\$7.94 (\$7.59)

*Note: Increase is subject to approval by the Anti-Inflation Board.

Paid Vacation: 4 weeks after 12 (14) years.

Shift Premiums: 0-30¢-30¢ (0-27¢-27¢).

Standby Pay: \$6.00 (\$5.75) per day.

Health and Welfare: Dental Plan - Employer pays 66 2/3% (50%) of cost of basic dental plan.

Guelph City Corporation (Works, Parks and Recreation Departments) - Local 241,
Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from February 1, 1978 to January 31, 1979, covering 200 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Feb. 1/78</u>
	General Increase	5.79%
	Upgrading Adjustments	Foreman - Grade 2 to Classification 10; Foreman - Grade 1 to Classification 12; Classifications 12 to 15 increased one level.
	Classification 6 (includes General Labour)	\$6.37 (\$6.02)
	Classification 15 (includes Licensed Mechanic)	\$7.74 (\$7.32)*

*This rate reflects a 40-cent adjustment during the term of the previous contract.

Shift Premium: 0-32¢-32¢ (0-30¢-30¢).

Standby Pay: \$40 (\$38) per week.

Health and Welfare: Dental Plan - Payments are based on the 1977 (1976) Ontario Dental Association schedule of fees.

Pension Plan: Premiums for Basic OMERS and the 2% supplementary pension are based on the average wage for the years 1972 to 1976 (1971 to 1975).

Clothing Allowance: Employer provides one change per week of coveralls for tree crews and two changes per week for auto mechanics (new).

Mileage Allowance: 23¢ (20¢) per mile.

Safety Shoe Allowance: \$29.95 (\$29.00) for 1 pair of approved safety shoes per year.

Tool Insurance: Employer pays 100% of cost of premiums for insurance coverage on Mechanics' tools (new).

Hamilton-Wentworth Regional Municipality - Local 167, Canadian Union of Public Employees (CLC) (inside employees): A 12-month renewal agreement effective from February 1, 1978 to January 31, 1979, covering 307 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Feb. 1/78</u>
	General Increase	5.5%
	Clerk Typist III	\$4.757-\$5.142 (\$4.510-\$4.870)
	Draftsman I	\$7.909-\$9.472 (\$7.500-\$8.980)
	Systems Analyst	\$12.617-\$15.029 (\$11.960-\$14.250)

Probationary period is 60 working days. Annual increases are granted on merit. Maximum rates for Clerk Typist III may be reached after 2 annual increases and, for Draftsman I and Systems Analyst, after 4 annual increases.

Paid Vacation: Effective January 1, 1978, 5 weeks plus 1 day after 26 years of service, 5 weeks plus 2 days after 27 years, 5 weeks plus 3 days after 28 years and 5 weeks plus 4 days after 29 years (new).

Meal Allowance: Effective February 1, 1978, \$3.50 (\$3.00) after 2 hours of overtime.

London City Corporation - Local 107, Canadian Union of Public Employees (CLC) (outside employees): A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 510 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/78</u>
	General Increase	5.42%, plus 3¢
	Ward Labourer	\$4.63-\$6.13 (\$4.36-\$5.79)
	Leading Mechanic "A"	\$6.05-\$7.95 (\$5.71-\$7.51)

Paid Vacation: Effective in 1979, 4 weeks after 10 (11) years.

Protective Clothing: The employer pays 40% (25%) of the cost of a parka issued at the discretion of management.

Job Evaluation Program: The employer and union have reaffirmed their intention to complete the long standing re-evaluation program as expeditiously as possible. Resulting adjustments in wage rates will be effective July 1, 1978.

Niagara Regional Municipality - Local 1287, Canadian Union of Public Employees (CLC) (Public Works Dept. and office and clerical employees):
A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 465 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages: Settlement pay of \$50 for each employee, payable once only.

Effective Jan. 1/78

General Increase 4.5%

Roads, Water Treatment and Pollution Control Units

Job Level 1 (includes Labourer)	\$5.76-\$6.11 (\$5.51-\$5.85)
---------------------------------	----------------------------------

Job Level 13 (includes Area Maintenance Man - Certified)	\$8.02-\$8.53 (\$7.67-\$8.16)
--	----------------------------------

Office and Clerical Unit

Job Level 1 (includes Clerk-Typist 1)	\$9,098-\$9,677 (\$8,706-\$9,260)
---------------------------------------	--------------------------------------

Job Level 10 (includes System Analyst/Programmer)	\$17,304-\$18,409 (\$16,559-\$17,616)
---	--

Probationary period is 45 regular shifts. Maximum rates for Labourer, Area Maintenance Man - Certified and Clerk-Typist 1 are reached after one 60-working day increase. Maximum rate for System Analyst/Programmer is reached after one 3-month and one 9-month increase.

Lead Hand Premium: 25¢ (20¢) per hour.

Health and Welfare: Life Insurance for Retirees - Effective January 1, 1978, \$1,500 (\$1,000) coverage.

Extended Health Care Plan - Maximum claim for eyeglasses is \$60 (\$40) per person per year.

Meal Allowance: \$3.00 (\$2.75) after 2 hours of overtime.

Mileage Allowance: 23¢ (21¢) per mile.

Safety Shoe Allowance: \$30 (\$17.50) per year to employees required to wear safety footwear.

Windsor City Board of Commissioners of Police - Windsor Police Association (Ind.) (Unit A): A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 370 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	Jan. 1/78
	General Increase	8.01%
	Police Constable - Third Class	\$17,601 (\$16,296)
	Police Constable - First Class	\$20,291 (\$18,786)
	Staff Inspector	\$27,976-\$29,189 (\$25,901-\$27,024)

Maximum rate for Staff Inspector is reached upon completion of his 12-month probationary period.

Health and Welfare: Dental Plan - Effective March 1, 1978, employer contributes 100% of cost of premiums for a 4-part dental plan. No co-insurance for Parts 1 and 2, 80%/20% co-insurance for Part 3 and 50%/50% co-insurance for Part 4. (Previously, employer paid 100% of cost of premiums for a basic dental plan with no co-insurance.)

Pecuniary Pay (new): The Corporation pays to the widow of a member of the Force killed in the discharge of his duties, 50% of the difference between his annual salary and the sum of the total awards of OMERS, Workmen's Compensation and Canada Pension. Payments are based on future salary increases that the deceased member would normally have received in his classification until normal retirement age, had death not occurred. Payable until that time or until the death or remarriage of the widow, whichever occurs first.

Addendum

November 1977 Settlement

HEALTH AND WELFARE SERVICES

Oshawa General Hospital - Ontario Nurses' Association (Ind.) (registered and graduate nurses, full-time and part-time): Two 24-month renewal agreements effective from October 1, 1976 to September 30, 1978, covering 325 full-time and 135 part-time employees, settled at the bargaining stage and ratified in November, 1977. (Effective dates of the special hiring rate were not determined until March, 1978.) Duration of negotiations - 14 months.

Wages: Special Hiring Rate (new) - Effective April 5, 1977, full-time Registered Staff Nurses who are hired with less than 1 year of clinical experience receive \$1,115 per month. Effective October 1, 1977, special hiring rate increases to \$1,190 per month. After 6 months' service, the minimum rates shown below are paid.

The desirability of maintaining the special hiring rate will be reviewed upon the expiration of the agreement.

Effective	<u>Oct. 1/76</u>	<u>Oct. 1/77</u>
General Increases	\$93 per month*	\$75 per month
Registered Staff Nurse (full-time)	\$1,208-\$1,408 (\$1,115-\$1,315)	\$1,283-\$1,483
Registered Staff Nurse (Category A and B, part-time)	\$55.75-\$64.98 (\$51.46-\$60.69)	\$59.21-\$68.45
Asst. Head Nurse	\$1,251-\$1,451 (\$1,158-\$1,358)	\$1,326-\$1,526

Probationary period is 60 tours worked. Maximum rates are reached after seven annual or 200-tour increases.

*Note: Increases are subject to approval by the Anti-Inflation Board. \$70 is payable immediately.

Shift Premium: Effective November 24, 1977, 0-\$1.65-\$1.65 (0-\$1.55-\$1.55) per shift.

Standby Pay: Effective November 24, 1977, \$10.00 (\$8.50) per complete shift of standby duty.

Paid Holidays: The non-recurring floating day in each year of the previous agreement becomes an annual floating day in the new agreement, for a total (unchanged) of 11 days per contract year.

Paid Vacation: Effective October 1, 1976, 5 weeks (new) after 25 years' service. Effective October 1, 1977, 5 weeks after 22 years.

Health and Welfare: Pay in Lieu of Fringe Benefits - Category A part-time nurses receive an additional 10.11% of their pay in lieu of fringe benefits. Category B part-time nurses receive an additional 6.1%. (No change.)

December 1977 Settlement

HEALTH AND WELFARE SERVICES

The Greater Niagara General Hospital at Niagara Falls - Local 60, Ontario Nurses' Association (Ind.) (registered and graduate nurses): A 24-month renewal agreement effective from October 1, 1976 to September 30, 1978, covering 200 employees, settled at the arbitration stage in December, 1977. (Effective dates of the special hiring rate were determined following arbitration awards made to two other hospitals in February, 1978). Duration of negotiations - 12 months.

Wages: Special Hiring Rate (new) - Effective April 5, 1977, Registered Staff Nurses who are hired with less than 1 year of clinical experience receive \$1,115 per month. Effective October 1, 1977, special hiring rate increases to \$1,190 per month. After 6 months' service the minimum rates shown below are paid.

Effective	Oct. 1/76	Oct. 1/77
General Increases	\$93 per month*	\$75 per month
Registered Staff Nurse	\$1,208-\$1,408 (\$1,115-\$1,315)	\$1,283-\$1,483

Probationary period is 60 worked tours. Maximum rates are reached after seven annual increases.

*Note: Increases are subject to approval by the Anti-Inflation Board. \$70 is payable immediately.

Shift Premium:	Effective January 9, 1978, 0-\$1.65-\$1.65 (0-\$1.55-\$1.55).
Standby Pay:	Effective January 9, 1978, \$10.00 (\$8.50) per complete shift of standby duty.
Paid Holidays:	1 floating day is added in each year of the agreement for a total of 11 days (unchanged). This floating day is non-cumulative and must be re-negotiated for each new contract.
Paid Vacation:	Effective in the second contract year, 5 weeks after 22 years of service (new).
Health and Welfare:	<u>Semi-Private Hospitalization (new)</u> - Effective January 1, 1978, the employer pays 100% of cost of premiums.

January 1978 Settlements

EDUCATION AND RELATED SERVICES

Waterloo County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (OTF): A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 1,600 employees.

Since notice to negotiate for the purpose of renewing the 1977-1978 agreement, with or without modification, was not given by any of the parties during the required time period, the current agreement will be automatically renewed for a period of 1 year without change, except as noted below.

Wages:	Effective	<u>Sept. 1/78</u>
COLA Fold-in		5.7% on August 31, 1978, in accordance with the provision of the previous agreement

Annual Rates

Teacher Category D 0-6 years	\$10,634-\$14,404 (\$10,061-\$13,627)
Teacher Category A1 0-10 years	\$13,016-\$22,491 (\$12,314-\$21,278)
Teacher Category A4 0-10 years	\$16,040-\$28,448 (\$15,175-\$26,914)

Sept. 1/78

Principals

0-5 years

1 to 6.9 teachers \$26,229-\$31,092
(\$24,815-\$29,415)

7 to 15.9 teachers \$26,988-\$33,067
(\$25,533-\$31,284)

16 or more teachers \$27,840-\$34,978
(\$26,339-\$33,092)

Vice Principal

0-5 years

\$26,229-\$31,092
(\$24,815-\$29,415)

Co-ordinator

0-4 years

\$31,407-\$34,978
(\$29,713-\$33,092)

Cost of Living Allowance:

Adjustments, if warranted, will be made at the mid-term and at the termination of the agreement and will equal, in percentage terms, the average monthly increase or decrease in the Consumer Price Index occurring between the base period, August 1978, and the time of each adjustment.

On August 31, 1979, salaries will be increased by a full cost of living allowance fold-in calculated at the rate of increase in the CPI between August 1978 and August 1979.

(Except for appropriate changes in annual dates, the formula is renewed without change from the previous agreement.)

Waterloo County Board of Education - Ontario Secondary School Teachers' Federation

(OTF): A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 975 employees.

This agreement is being renewed on the same basis as the agreement for the elementary schools, reported above.

Wages:

Effective

Sept. 1/78

COLA Fold-in

5.7% on August 31, 1978, in accordance with the provision of the previous agreement

Annual Rates

Teacher Category 1 \$13,016-\$22,491
0-10 years (\$12,314-\$21,278)

Teacher Category 4 \$16,040-\$28,448
0-10 years (\$15,175-\$26,914)

Principal

0-4 years

\$36,582-\$40,086
(\$34,609-\$37,924)

Vice-Principal

0-4 years

\$31,407-\$34,978
(\$29,713-\$33,092)

Sept. 1/78

Co-ordinator
0-4 years

\$31,407-\$34,978
(\$29,713-\$33,092)

Cost of Living Allowance: Same as the provision for the elementary school teachers, reported above.

February 1978 Settlements

FOOD AND BEVERAGE

Kellogg Salada Company Ltd. at Rexdale - Local 264, Bakery Workers (AFL-CIO/CLC):
A 12-month renewal agreement effective from March 26, 1978 to March 25, 1979, covering 200 employees, settled at the bargaining stage and ratified in February, 1978. Duration of negotiations - 2 weeks.

Wages:	Effective	<u>Mar. 26/78</u>
	General Increase	6%
	Category 2 (includes Packer - General Help)	\$5.16 (\$4.87)
	Category 10 (includes Electrician)	\$7.57 (\$7.14)

Shift Premium: 0-22¢-22¢ (0-20¢-20¢).

Paid Vacation: 6 weeks after 25 (30) years of service.

Safety Shoe Allowance: \$25 per year. (Previously, \$20 maximum for the first pair and \$15 maximum for the second pair per year.)

NON-METALLIC MINERAL PRODUCTS

Canadian Ohio Brass Company Limited at Niagara Falls - Local 345, International Chemical Workers (AFL-CIO): A 12-month renewal agreement effective from January 29, 1978 to January 28, 1979, covering 259 employees, settled at the conciliation officer stage and ratified in February, 1978. Duration of negotiations - 2½ months.

Wages:	Effective	<u>Jan. 29/78</u>
	General Increase	40¢
	COLA Fold-in	15¢
	Kiln Helper 2nd	\$5.59 (\$5.04)
	Machinist	\$6.72 (\$6.17)

Cost of Living Provision: Inoperative during the term of this agreement.

Shift Premium: 0-20¢-27¢ (0-18¢-25¢).

Weekend Premium: 65¢ (55¢) per hour for hours worked on a Saturday or Sunday which are not overtime hours.

Paid Vacation: 5 weeks after 20 (25) years.

Health and Welfare: Life Insurance and A.D. and D. - \$12,000 (\$8,000).
Weekly Indemnity - Benefits increase to \$160 (\$147) per week, payable, as previously, on a 1-1-4-26 basis.

Pension Plan: \$2.00 (\$1.50) per month per year of service.

FEDERAL ADMINISTRATION

National Research Council of Canada - Research Council Employees' Association (Ind.) (technical category): A 12-month renewal agreement effective from July 25, 1977 to July 23, 1978, covering 980 employees, settled by arbitration in February, 1978. Duration of negotiations - 10 months.

Wages: Effective July 25/77

Increase:

Technical Officers, Designers and Development Officers	\$1,065 per annum
Photographers	\$915 per annum
Draftsmen	\$784 per annum

Annual Rates

Technical Officer Group

Technical Officer 1	\$8,597-\$9,577 (\$7,532-\$8,512)
Technical Officer 11	\$27,717-\$33,286 (\$26,652-\$32,221)

Designer Group

DES-1	\$18,174-\$19,926 (\$17,109-\$18,861)
DES-4	\$26,132-\$28,568 (\$25,067-\$27,503)

Development Officer Group

DA-1	\$7,669-\$12,057 (\$6,604-\$10,992)
------	--

July 25/77

DS-1 (Development Supervisor)	\$20,564-\$22,415 (\$19,499-\$21,350)
-------------------------------	--

Photographer Group

Photographer 1 (2)	\$9,988-\$10,975 (\$9,073-\$10,060)
--------------------	--

Photographer 8 (9)	\$21,074-\$23,069 (\$20,159-\$22,154)
--------------------	--

Draftsman Group

Draftsman 1	\$9,222-\$11,286 (\$8,438-\$10,502)
-------------	--

Draftsman 5	\$17,418-\$19,293 (\$16,634-\$18,509)
-------------	--

NOTE: The following groups have been deleted: Development Shop Superintendent Level 1, Student Draftsman, Draftsman Level 6 and Research Council Photographer Levels 1 and 10. Levels in the Photography Group have been renumbered, so that Level 2 now becomes Level 1, 3 becomes 2, etc., up to maximum, Level 8.

Anti-Inflation Board Rulings in March 1978

Employer and Union	Reference	Action
Joseph Brant Memorial Hospital, Burlington and Ont. Nurses' Assn. (Ind.) (registered and graduate nurses)	Nov. 77, p. 728	Disallowed
Computing Devices Co., a div. of Control Data Canada Ltd., Ottawa and Salaried Employees Alliance (Ind.)	Nov. 77, p. 715	Allowed
Federal Pioneer Ltd., Toronto and Electrical Workers (IUE) (AFL-CIO/CLC)	Dec. 77, p. 775	Allowed
Mansfield-Denman General Co. Ltd., Tire Div., Barrie and Rubber Workers (AFL-CIO/CLC)	Aug. 77, p. 515	Allowed
Milrod Metal Products, Mississauga and Auto Workers (CLC)	Oct. 77, p. 680	Disallowed
Mississauga City Corp. and Fire Fighters (AFL-CIO/CLC) (full-time empls.)	Feb. 78, p. 87	Disallowed
Montfort Hospital, Ottawa and Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	Dec. 77, p. 798	Disallowed
Robertshaw Controls (Canada) Ltd., Toronto and Electrical Workers (UE) (CLC)	Jan. 78, p. 15	Allowed
Savage Shoes (1970) Ltd., Plant No. 1, Cambridge and United Shoe Workers (AFL-CIO/CLC)	Oct. 77, p. 654	Disallowed
Twenty-nine Ontario hospitals and Cdn. Union of Operating Engineers (CCU)	Jan. 78, p. 35	Allowed
Union Gas Ltd., southwestern Ont. and Cdn. Chemical Workers (Ind.) and Oil, Chemical and Atomic Workers (AFL-CIO/CLC) (hourly-rated and clerical empls.)	Jan. 78, p. 19	Allowed

Negotiations in Progress during March 1978 covering 200 or more Employees

Employer and Location	Union	No. of Empls	Neg'n Stage*
P Stores, province-wide	Foodworkers (AFL-CIO/CLC)	4,320	B
Acacia Canada Products Ltd., Kingston	Machinists and Steelworkers (AFL-CIO/CLC)	1,100	B
American Can of Canada Ltd., Malton	Sheet Metal Workers (AFL-CIO/CLC)	200	B
Alco Canada Petroleum Co. Ltd. (Patchogue Plymouth Div.), Hawkesbury	Woodworkers (AFL-CIO/CLC)	400	CO
Aconda Canada Ltd., New Toronto	Auto Workers (CLC)	675	B
Associated Fur Industries of Toronto, Inc.	Foodworkers (AFL-CIO/CLC)	350	CO
Atomic Energy of Canada Ltd., Chalk River and Deep River**	Atomic Energy Allied Council (AFL-CIO/CLC) (various unions)	910	B
Atomic Energy of Canada Ltd. (Power Projects), Mississauga**	Society of Professional Engineers (Ind.)	410	CB
Wallace Barnes Co. Ltd., Hamilton	Natl. Council of Canadian Labour (Ind.)	200	B
Bata Engineering, Div. of Bata Industries Ltd., Batawa, Frankford and Trenton	Machinists (AFL-CIO/CLC)	200	B
Benson and Hedges (Canada) Ltd., Brampton	Tobacco Workers (AFL-CIO/CLC)	300	B
Black Diamond Cheese (Div. of Brooke Bond Foods Ltd.), Belleville	Foodworkers (AFL-CIO/CLC)	222	B
Brewers' Warehousing Co. Ltd., province-wide	Cdn. Brewery Workers (CLC)	1,400	B
Canland Ore Co. Ltd., Atikokan	Steelworkers (AFL-CIO/CLC)	400	B
Canada Forgings Ltd., Welland	Auto Workers (CLC)	230	B
Canada Packers Ltd., York Farms Div., Brantford	Foodworkers (AFL-CIO/CLC)	220	B
Canada Veneers Ltd., Pembroke	Carpenters (AFL-CIO/CLC)	240	B
Canada Wire and Cable Ltd., Simcoe	Steelworkers (AFL-CIO/CLC)	200	B
Canadian Appliance Manufacturing Co. Ltd. (Camco), Hamilton	Electrical Workers (UE) (CLC) (production empls.)	700	B
Canadian Blower/Canada Pumps Ltd., Kitchener	Steelworkers (AFL-CIO/CLC)	211	B
Canadian Building Materials and others, Hamilton, London, Toronto and other centres, southwestern Ontario	Teamsters (Ind.) (ready-mix concrete empls., etc.)	1,130	B
Canadian Carborundum Co. Ltd., Niagara Falls	Steelworkers (AFL-CIO/CLC)	300	B

* See page 177 for definition of codes.

** Federal jurisdiction

Negotiations in Progress during March 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg' Stag
Canadian Chromalox Co., Ltd., Toronto	Auto Workers (CLC)	510	B
Canadian Home Products Ltd., Niagara Falls	Foodworkers (AFL-CIO/CLC)	235	CO
Canadian Johns-Manville Co. Ltd. (Port Union Plant), Scarborough	Cdn. Chemical Workers (Ind.)	420	CO
Canadian Rock Salt Co. Ltd. (Ojibway Mine), Windsor	Auto Workers (CLC)	229	CO
Canron Ltd. (Burlington and Stuart St. Plants), Hamilton	Steelworkers (AFL-CIO/CLC)	200	B
Canteen of Canada Ltd. (Vending and Food Service), Brantford, Hamilton, London, Oakville, St. Catharines and Toronto	Retail, Wholesale Employees (AFL-CIO/CLC)	384	MED
Cara Operations Ltd. (Airline Service Div.), Mississauga	Hotel Employees (AFL-CIO/CLC)	340	CO
Carpenters Bargaining Agency for the Ont. Acoustical Assn., Ont. Caulking Contractors Assn., Ont. Labour Relations Bureau General Contractors Assn., Ont. Resilient Flooring Con- tractors Assn. and Industrial Contractors Assn. of Canada	Carpenters (AFL-CIO/CLC)	9,300	B
Central Park Lodges of Canada, Hamilton, London, Ottawa and Toronto	Service Employees (AFL-CIO/CLC)	217	B
Chatham Public General Hospital	Service Employees (AFL-CIO/CLC)	210	B
Cliffs of Canada Ltd. (Adams and Sherman Mines), Kirkland Lake and Timagami	Steelworkers (AFL-CIO/CLC) (mine, office, technical and clerical empls.)	755	B
Columbus McKinnon Ltd., St. Catharines	Auto Workers (CLC)	200	MED/
Council of Printing Industries of Canada, Toronto	Graphic Arts Union (AFL-CIO/CLC) (bookbinders)	700	MED
Council of Printing Industries of Canada, Toronto	Typographical Union (AFL-CIO/CLC)	535	B
Courtaulds (Canada) Ltd. and Caravelle Carpets Ltd., Cornwall	Clothing and Textile Workers (AFL-CIO/CLC)	570	B
Crane Canada Ltd., Brantford	Steelworkers (AFL-CIO/CLC) (production, office, clerical and technical empls.)	200	MED/
Crouse-Hinds Canada Ltd., Toronto	Auto Workers (CLC)	300	B
Crown Cork & Seal Co. Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	280	B
Dare Foods Ltd., Biscuit Div., Kitchener	Bakery Workers (AFL-CIO/CLC)	245	B

Negotiations in Progress during March 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
mpster's Bread, Div. of Corporate Foods Ltd., Toronto	Teamsters (Ind.) (production and maintenance empls.)	280	CO
me Mines Ltd., South Porcupine	Steelworkers (AFL-CIO/CLC)	445	B
minion Stores Ltd., Toronto	Retail, Wholesale Union (AFL-CIO/CLC) (warehousemen)	990	B
mtar Chemicals Ltd. (Sifto Salt Div., Goderich Mine)	Cdn. Chemical Workers (Ind.)	220	B
mtar Construction Materials Ltd. (Gypsum Products Plant), Caledonia	Steelworkers (AFL-CIO/CLC)	220	B
mtar Fine Papers Ltd., Cornwall	Cdn. Paperworkers (CLC) (mill empls.)	1,150	B
uglas Aircraft Co. of Canada Ltd., Mississauga	Auto Workers (CLC)	1,450	PCB
ubreuil Brothers Ltd., Dubreuilville	Employees' Assn. (Ind.)	276	B
plate Canada, Ltd., Hawkesbury and Oshawa	Auto Workers (CLC) (hourly-rated empls.)	700	PCB
urham Board of Education	CUPE (CLC)	350	B
ylex Ltd., Toronto	Clothing and Textile Workers (AFL-CIO/CLC)	215	MED
B. Eddy Forest Products Ltd., Espanola	Cdn. Paperworkers (CLC) and IBEW (AFL-CIO/CLC) (mill empls.)	765	B
Idorado Nuclear Ltd., Port Hope**	Steelworkers (AFL-CIO/CLC)	310	B
lectrical Trade Bargaining Agency for the Ont. Electrical Contractors Assn.	Electrical Workers (IBEW) (AFL-CIO/CLC)	8,450	CO
sex County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	530	PMB
tobicoke Borough	CUPE (CLC) (outside empls.)	640	B
tobicoke Borough	Fire Fighters (AFL-CIO/CLC)	365	B
tobicoke Borough Board of Education	CUPE (CLC) (caretakers, matrons and maintenance empls.)	515	B
xtendicare Ltd. and other Nursing Homes, London, Mississauga, North York, Oakville, Ottawa, Peterborough, St. Catharines, Scarborough and Sudbury	Service Employees (AFL-CIO/CLC) (non-medical empls.)	1,495	B
erranti-Packard Ltd., St. Catharines	Steelworkers (AFL-CIO/CLC)	274	B
erranti-Packard Ltd., Toronto	Electrical Workers (UE) (CLC)	200	B
irestone Textiles Co., Div. of Firestone Canada Ltd., Woodstock	United Textile Workers (AFL-CIO/CLC)	254	B

* Federal jurisdiction

Negotiations in Progress during March 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg Sta
Frontenac-Lennox and Addington County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (OTF)	212	A
GTE Automatic Electric (Canada) Ltd., Brockville	Electrical Workers (IUE) (AFL-CIO/CLC)	935	B
Gabriel of Canada Ltd., Long Branch	Machinists (AFL-CIO/CLC)	570	B
General Aviation Services Ltd., Toronto	Machinists (AFL-CIO/CLC)	300	C
Gould Manufacturing of Canada Ltd., Mechanical Products Div., St. Thomas	Machinists (AFL-CIO/CLC)	400	B
Great Lakes Paper Co., Ltd., Thunder Bay	Cdn. Paperworkers (CLC)	1,700	B
Greb Industries Ltd., Bauer Div., Kitchener	United Shoe Workers (AFL-CIO/CLC)	440	B
Halton Regional Police	Police Assn. (Ind.)	260	B
Hamilton City	CUPE (CLC) (outside empls.)	565	B
Hamilton City Hydro Electric Commission	Electrical Workers (IBEW) (AFL-CIO/CLC)	300	B
Hamilton Civic Hospitals	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	735	M
Hamilton Street Railway Co.	Transit Union (AFL-CIO/CLC)	645	B
Hamilton-Wentworth Regional Board of Commissioners of Police	Police Assn. (Ind.)	690	B
Hamilton-Wentworth Regional Municipality	CUPE (CLC) (outside empls.)	232	B
H. J. Heinz Co. of Canada Ltd., Leamington	Foodworkers (AFL-CIO/CLC)	1,000	C
Holiday Inn and four other hotels, Ottawa	Hotel Employees (AFL-CIO/CLC)	670	B
Holmes Foundry, Foundry Div., Sarnia	Auto Workers (CLC)	325	C
Huron County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	263	M
Hyatt Regency Hotel, Toronto	Laundry Workers (CLC)	250	C
Kellogg Salada Canada Ltd., London	Millers (AFL-CIO/CLC)	650	B
Kelsey-Hayes Canada Ltd. (Eureka Foundry), Woodstock	Auto Workers (CLC)	225	P
Kendall Co., Toronto	Steelworkers (AFL-CIO/CLC)	450	M
Kerr Addison Mines, Virginiatown	Employees' Assn. (Ind.)	332	B

Negotiations in Progress during March 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Amberly-Clark of Canada Ltd., Terrace Bay	United Paperworkers (AFL-CIO/CLC) (mill empls.)	590	B
Angston City Corp. (including Rideaucrest Home for the Aged)	CUPE (CLC)	310	B
Atchener City Corp.	CUPE (CLC)	270	CO
Adak Canada Ltd., Mount Dennis and Brampton	Employees' Assn. (Ind.)	1,200	B
Labourers Bargaining Agency for Labour Bureau of the Ont. General Contractors Assn., Ont. Masonry Industry Employers Council, Industrial Contractors Assn., Ont. Waterproofing Con- tractors Assn. and Ont. Con- crete Floor Contractors Assn.	Labourers (AFL-CIO/CLC)	5,850	B
Ambleton County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	695	MED
Ambleton County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	525	ARB
Amelia-Bravo Foods, Toronto	Foodworkers (AFL-CIO/CLC)	267	CO
Augustine Hospital, Sudbury	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	219	ARB
Ardsley and Grenville County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	545	MED
Arbuckle Furniture Ltd., Toronto and Vaughan Twp.	Steelworkers (AFL-CIO/CLC)	220	B
Arbuckle Ltd., Toronto and other centres	Retail Employees (CLC)	6,150	B
Arbuckle City Board of Commissioners of Police	Police Assn. (Ind.) (policemen and civilian empls.)	441	B
Arbuckle City Board of Education	CUPE (CLC) (custodians, full and part-time)	350	B
Arbuckle City Board of Education	CUPE (CLC) (office empls., full and part-time)	300	B
Arbuckle City Corp.	Fire Fighters (AFL-CIO/CLC)	294	B
Arbuckle-Denman General Co. Ltd., Industrial Products Div., Welland	Rubber Workers (AFL-CIO/CLC)	460	B
Arbuckle Employers' Assn., Hamilton Harbour Commission and Toronto Harbour Commission, Hamilton and Toronto**	ILA (AFL-CIO/CLC) (stevedores, etc.)	845	B
Arbuckle Mines Ltd., Mine and Plant Operations, Ignace	Steelworkers (AFL-CIO/CLC)	225	B

* Federal jurisdiction

Negotiations in Progress during March 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg Sta
Metropolitan Toronto Board of Commissioners of Police	Police Assn. (Ind.) (office, garage, parking control officers, etc.)	1,700	CO
Metropolitan Toronto Board of Commissioners of Police	Police Assn. (Ind.) (policemen)	5,300	CO
Metropolitan Toronto House Wreckers' Assn.	Labourers (AFL-CIO/CLC)	350	PO
Metropolitan Toronto Library Board	CUPE (CLC)	200	B
Metropolitan Toronto Road Builders Assn.	Intl. Operating Engineers (AFL-CIO/CLC)	200	B
Metropolitan Toronto Road Builders Assn.	Labourers (AFL-CIO/CLC) and Teamsters (Ind.)	200	B
Metropolitan Toronto Sewer and Watermain Contractors Assn.	Intl. Operating Engineers (AFL-CIO/CLC)	320	B
Metropolitan Toronto Sewer and Watermain Contractors Assn.	Labourers (AFL-CIO/CLC) and Teamsters (Ind.)	1,500	B
Millhaven Fibres Ltd., Millhaven Works, Ernestown	Oil, Chemical and Atomic Workers (AFL-CIO/CLC)	855	B
Mississauga City Corp.	Fire Fighters (AFL-CIO/CLC)	282	B
National Capital Roadbuilders Assn.	Intl. Operating Engineers (AFL-CIO/CLC), Labourers (AFL-CIO/CLC) and Teamsters (Ind.)	1,000	B
National Research Council of Canada**	Employees' Assn. (Ind.) (clerical and regulatory group)	344	B
National Steel Car Corp. Ltd., Hamilton	Steelworkers (AFL-CIO/CLC)	700	ME
Niagara Regional Board of Commissioners of Police	Police Assn. (Ind.)	580	B
North York Borough	CUPE (CLC) (inside empls.)	530	CO
North York Borough	CUPE (CLC) (outside empls.)	710	CO
North York Borough	Fire Fighters (AFL-CIO/CLC)	570	B
North York Borough Board of Education	CUPE (CLC) (caretakers, matrons and bus drivers and office, clerical and technical empls.)	1,665	CO
North York General Hospital, Willowdale	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	515	PO
Northern Telephone Ltd., province-wide**	Communications Workers of Canada (CLC)	225	ME
Norton Co. Electric Furnace Plants, Chippawa	Intl. Chemical Workers (AFL-CIO)	335	B
Omstead Foods Ltd., Romney	Teamsters (Ind.)	370	B
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide	OPSEU (Ind.) (academic staff, librarians and counsellors)	6,155	ME

** Federal jurisdiction

Negotiations in Progress during March 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Ontario Government	Ont. Provincial Police Assn. (Ind.)	3,900	B
Ontario Government	OPSEU (Ind.) (institutional care and correctional services category)	9,355	MED
Ontario Government (Employee Benefits)	OPSEU (Ind.) (classified public servants)	52,000	B
Ontario Government (Working Conditions)	OPSEU (Ind.) (classified public servants)	52,000	B
Ontario Housing Corp., Toronto	CUPE (CLC) (maintenance empls.)	765	B
Ontario Housing Corp. and all Housing Authorities, province-wide (except for Metro Toronto)	CUPE (CLC) (office and maintenance empls.)	800	B
Ontario Hydro, province-wide	CUPE (CLC) (hydro empls.)	13,500	B
Ontario Hydro (Generation and Distribution Projects Div.), province-wide	Office Employees (AFL-CIO/CLC)	350	B
Ontario Liquor Control Board and Ontario Liquor Licence Board, province-wide	Ont. Liquor Control Board and Ont. Liquor Licence Board Employees' Assn. (NUPGE) (CLC)	3,485	B
Ontario Masonry Industry Employers Council	Bricklayers (AFL-CIO/CLC)	4,250	B
Ontario Mechanical Contractors Assn. Trade Bargaining Committee	Plumbers (AFL-CIO/CLC)	9,250	B
Ontario Millwrighting Contractors Assn.	Carpenters (AFL-CIO/CLC)	1,800	B
Ontario-Minnesota Pulp and Paper Co. Ltd., Fort Frances and Kenora	Cdn. Paperworkers (CLC), United Paperworkers, IBEW, Machinists and IOE (AFL-CIO/CLC) (mill empls.)	1,575	B
Ontario Painters Contractors Assn., Ont. Interior Systems Contractors Assn. and Ont. Acoustical Assn. Council	Painters (AFL-CIO/CLC)	2,550	B
Ontario Paper Co., Ltd., Thorold	Cdn. Paperworkers (CLC), Cdn. Operating Engineers (CCU), I.L.A., I.B.E.W., Plumbers and Machinists (AFL-CIO/CLC)	1,090	B
Ontario Produce Co. Ltd., Ontario Food Div. of Oshawa Group Ltd., Malton and Toronto	Teamsters (Ind.)	350	B
Ontario Refrigeration and Air Conditioning Contractors Assn.	Plumbers (AFL-CIO/CLC)	900	B
Ontario Roadbuilders Assn. and Ont. Sewer and Watermain Contractors Assn. Labour Bureau	Intl. Operating Engineers (AFL-CIO/CLC), Labourers (AFL-CIO/CLC) and Teamsters (Ind.)	1,800	B
Ontario Terrazzo, Tile and Marble Guild, Inc.	Bricklayers (AFL-CIO/CLC)	5,000	B

Negotiations in Progress during March 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg' Stag
Ontario Utility Contractors Assn.	Labourers (AFL-CIO/CLC)	500	B
Operating Engineers Employers Agency	Intl. Operating Engineers (AFL-CIO/CLC)	2,600	B
Ottawa Board of Education	CUPE (CLC) (office empls.)	600	B
Ottawa City	Fire Fighters (AFL-CIO/CLC)	525	B
Ottawa City	Police Assn. (Ind.)	590	B
Ottawa City and Regional Municipality of Ottawa-Carleton	CUPE (CLC) (civic empls.)	3,090	B
Patons & Baldwins (Canada) Ltd., Toronto	Clothing and Textile Workers (AFL-CIO/CLC)	350	B
Peel Regional Board of Commissioners of Police	Police Assn. (Ind.)	570	B
Perth County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	300	MED
Philips Electronics Ltd. (Strathroy Furniture Div.)	Christian Labour Assn. (Ind.)	200	CO
Pilkington Brothers (Canada) Ltd., Scarborough	Glass and Ceramic Workers (AFL-CIO/CLC)	665	B
Pirelli Cables Ltd., Guelph	Steelworkers (AFL-CIO/CLC)	205	B
Quaker Oats Co. of Canada Ltd., Pet Food Div., Trenton	Foodworkers (AFL-CIO/CLC)	250	B
Queen's University, Kingston	CLC-Directly Chartered	350	B
RCA Ltd., Midland	Electrical Workers (IUE) (AFL-CIO/CLC)	730	B
Renfrew County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	435	MED
John Rennie Ltd., Guelph	Clothing and Textile Workers (AFL-CIO/CLC)	300	PCB
Rowntree Mackintosh Canada Ltd., Toronto	Retail, Wholesale Union (AFL-CIO/CLC)	780	B
Royal York Hotel, Toronto	Hotel Employees (AFL-CIO/CLC)	870	B
Ryerson Polytechnical Institute Board of Governors	Graduate Assistants Assn. (part-time and sessional instructors)	206	CO
St. Catharines General Hospital	Ont. Nurses' Assn. (Ind.)	360	PCB
St. Joseph Religious Hospitaliers of Hotel Dieu, Windsor	Ont. Nurses' Assn. (Ind.)	312	ARB
St. Joseph's Hospitals, Chatham and London	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	630	CO
St. Joseph's Hospital, Hamilton	Ont. Nurses' Assn. (Ind.) (full-time nurses)	685	PCB
St. Joseph's Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	385	ARB
St. Vincent Hospital, Ottawa	Intl. Operating Engineers (AFL-CIO/CLC)	450	PCB

Negotiations in Progress during March 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Ivation Army Grace Hospital, Windsor	Ont. Nurses' Assn. (Ind.)	225	ARB
muel, Son & Co. Ltd., Mississauga	Steelworkers (AFL-CIO/CLC)	300	B
ult Ste. Marie Board of Education	CUPE (CLC)	208	ARB
arborough Borough	CUPE (CLC) (outside empls.)	620	B
arborough Borough	Fire Fighters (AFL-CIO/CLC)	370	ARB
arborough Borough Board of Education	CUPE (CLC) (operations and main- tenance empls.)	705	B
arborough Centenary Hospital Assn.	Ont. Nurses' Assn. (Ind.)	324	ARB
ura Secord, Div. of Ault Foods (1975) Ltd., Toronto	Bakery Workers (AFL-CIO/CLC)	400	B
ell Canada Ltd. (Sarnia Refinery), Corunna	Oil, Chemical and Atomic Workers (AFL-CIO/CLC)	210	CO
eration Centre and five other hotels, Toronto	Hotel Employees (AFL-CIO/CLC)	4,700	CO
ilverwood Dairies, Div. of Silverwood Industries Ltd., Toronto	Cdn. Operating Engineers (CCU)	200	CO
immons Ltd., Bramalea	Electrical Workers (UE) (CLC)	230	B
pruce Falls Power and Paper Co., Ltd. and Kimberly-Clark of Canada Ltd., Kapuskasing	Cdn. Paperworkers (CLC) and Electrical Workers (IBEW) (AFL-CIO/CLC)	1,300	B
tantan Pipes Ltd., Hamilton	Steelworkers (AFL-CIO/CLC)	230	B
tauffer Chemical Co. of Canada Ltd. (Canadian Vinyl Fabrics) and (New Toronto Works), Toronto	Steelworkers (AFL-CIO/CLC) (pro- duction and office empls.)	200	MED
teep Rock Iron Mines Ltd., Steep Rock Lake	Steelworkers (AFL-CIO/CLC)	460	B
teinberg Ltd., southern Ontario	Foodworkers (AFL-CIO/CLC)	5,030	B
terling Packaging Products Ltd., Toronto	Printing and Graphic Communications (AFL-CIO/CLC)	200	B
udbury Regional Police Dept.	Police Assn. (Ind.)	215	B
unar Ltd. (Steel Div.), Waterloo	Steelworkers (AFL-CIO/CLC) (hourly- rated and office empls.)	254	B
unbeam Corp. (Canada) Ltd., Toronto	CLC-Directly Chartered	313	B
unnybrook and other hospitals, Toronto and other centres	Service Employees (AFL-CIO/CLC) (non-medical empls.)	9,600	ARB

Negotiations in Progress during March 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg Stap
Thunder Bay City Corp. (City Hall)	CUPE (CLC) (inside empls.)	320	B
Thunder Bay City Corp.	Police Assn. (Ind.)	206	B
Thunder Bay City Corp., Grandview Lodge and Dawson Home for the Aged	Service Employees (AFL-CIO/CLC)	360	B
Toronto City	Fire Fighters (AFL-CIO/CLC)	1,290	B
Toronto City Board of Education	CUPE (CLC) (caretakers and main- tenance empls.)	700	CO
Toronto City Board of Education	CUPE (CLC) (chief caretakers and stationary engineers)	260	CO
Toronto City Board of Education	CUPE (CLC) (non-teaching empls.)	400	B
Toronto City Board of Education	Council of Trade Unions (AFL-CIO/CLC)	404	CO
Toronto Cloak Manufacturers Assn.	Ladies Garment Workers (AFL-CIO/CLC)	800	B
Toronto Electrical Contractors Assn. (Residential Sector)	Electrical Workers (IBEW) (AFL-CIO/CLC)	500	CO
Toronto Heavy Construction Assn. (Subway and General)	Labourers (AFL-CIO/CLC)	300	B
Toronto Hotel Assn.	Hotel Employees (AFL-CIO/CLC)	1,000	B
Toronto Hydro-Electric System	CUPE (CLC) (hourly-rated, clerical and technical empls.)	830	B
Toronto Metropolitan and Toronto City	CUPE (CLC) (inside and outside empls.)	9,905	CO
Toronto Residential Sheet Metal Contractors Organization	Sheet Metal Workers (AFL-CIO/CLC)	300	B
Toronto Spring Manufacturers	Steelworkers (AFL-CIO/CLC)	200	B
Toronto Star Newspapers Ltd.	Newspaper Guild (AFL-CIO/CLC)	1,400	CO
Union Carbide Canada Ltd. (Carbon Products, Metals), Welland	Electrical Workers (UE) (CLC)	500	B
United Co-operatives of Ontario, Tend-R-Fresh Plant, Peters- burg	Foodworkers (AFL-CIO/CLC)	205	CO
University of Guelph	Staff Assn. (Ind.) (office, clerical, laboratory, technical and agri- culture empls.)	800	B
University of Ottawa	Professors Assn. (Ind.)	850	B
University of Windsor (Main- tenance Dept.)	CUPE (CLC)	225	CO
University of Windsor	Service Employees (AFL-CIO/CLC) (office and clerical empls.)	325	B
Victoria Hospital Corp., London	Office Employees (AFL-CIO/CLC)	350	ARE
Victoria Hospital Corp., London	Ont. Nurses' Assn. (Ind.) (full-time nurses)	600	PCB

Negotiations in Progress during March 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
ABCO Ltd., Stoney Creek	Electrical Workers (UE) (CLC)	230	B
Arham Walker & Sons Ltd., Walkerville	Auto Workers (CLC)	700	WS
Weatherhead Co. of Canada Ltd., St. Thomas	Machinists (AFL-CIO/CLC)	200	B
Leventworth County Board of Education	CUPE (CLC)	200	B
Leventworth County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	413	MED/WS
Westclox Canada, Peterborough	Electrical Workers (IUE) (AFL-CIO/CLC)	270	B
Westinghouse Canada Ltd., Hamilton	Electrical Workers (UE) (CLC)	2,000	B
Westinghouse Canada Ltd., London	Electrical Workers (UE) (CLC)	325	CO
Windsor Board of Education	CUPE (CLC) (caretakers, maintenance empls. and bus drivers)	310	CO
Windsor Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	805	MED
Windsor Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	740	MED
Windsor City Corp.	CUPE (CLC) (inside empl.)	650	B
Windsor City Corp.	Fire Fighters (AFL-CIO/CLC)	274	B
Women's College Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	220	ARB
Workmen's Compensation Board, province-wide	CUPE (CLC) (rehabilitation workers, clerks, registered nurses, etc.)	1,200	MED
Work Borough Board of Education	CUPE (CLC)	230	B
Work Borough Corp. (Works, Parks and Recreation Depts.)	CUPE (CLC)	300	B
Work Regional Municipality (Maintenance and Land Div.)	CUPE (CLC)	275	B
Work University, Toronto	CUPE (CLC)	240	PCB
Work University, Toronto	Faculty Assn. (Ind.)	1,040	B

Negotiations in Progress during March 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
<u>MORE THAN ONE PROVINCE</u>			
Abitibi Paper Co. Ltd. and subsidiaries, Que., Ont. and Man.	Cdn. Paperworkers (CLC), United Paperworkers, IBEW, IOE and Machinists (AFL-CIO/CLC)	5,020	B
Air Canada, system-wide**	Air Line Pilots (Ind.)	1,515	CO
Air Canada, system-wide**	Machinists (AFL-CIO/CLC) (maintenance, overhaul, etc., empls.)	7,250	B
Bell Canada, Nfld., Que., Ont. and N.W.T.**	Communications Workers of Canada (CLC) (craft and service empls.)	13,000	CO (R)
Bell Canada, Que. and Ont.**	Communications Union Canada (Ind.) (traffic operators and dining service empls.)	8,000	B (R)
CIP Containers, Pointe-aux-Trembles, Que. and Burlington, London, Markham and Rexdale, Ont.	Cdn. Chemical Workers (Ind.) and Cdn. Paperworkers (CLC)	850	B
CP Air, system-wide**	Air Line Pilots (Ind.)	600	B
CP Air, system-wide**	Machinists (AFL-CIO/CLC)	1,750	B
Canada Packers Ltd. and Wilsil Ltd., P.E.I., Que., Ont., Man., Sask., Alta. and B.C.	Foodworkers (AFL-CIO/CLC)	5,800	B
Canadian Broadcasting Corp., Canada-wide**	CUPE (CLC) (office and professional empls.)	2,530	CB
Canadian Broadcasting Corp., Canada-wide**	CUPE (CLC) (stage hands, etc.)	1,200	CB
Canadian International Paper Co. and New Brunswick International Paper Co., N.B., Que. and Ont.	Cdn. Paperworkers (CLC) and IBEW (AFL-CIO/CLC) (mill empls.)	4,335	B
Canadian Lake Carriers Assn., Great Lakes and St. Lawrence**	Seafarers and Marine Officers (AFL-CIO/CLC) and Merchant Service Guild (CLC)	3,240	CO
Canadian Pacific Express Ltd., system-wide**	Railway Clerks (AFL-CIO/CLC) (drivers, mechanics, etc.)	2,935	B
Dominion Stores Ltd., Hull, Que. and Toronto and other centres, Ont.	Retail, Wholesale Union (AFL-CIO/CLC)	11,000	B
Government of Canada (Treasury Board)**	Cdn. Union of Professional and Technical Employees (Ind.) (translation group)	1,175	B
Government of Canada (Treasury Board)**	Council of Graphic Arts Unions (5 AFL-CIO/CLC unions) (printing operations group, non-supervisory empls.)	1,240	B

** Federal jurisdiction

Negotiations in Progress during March 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Government of Canada (Treasury Board)**	Merchant Service Guild (CLC) (ships' officers)	1,305	B
Government of Canada (Treasury Board)**	Postal Officials (Ind.) (postal supervisors)	3,930	B
Government of Canada (Treasury Board)**	Postal Workers (CLC) (postal operations group, non-supervisory)	19,280	CB
Government of Canada (Treasury Board)**	Professional Institute (PIPS) (Ind.) (computer systems administration group)	2,115	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (nursing group)	2,110	CO
Government of Canada (Treasury Board)**	PIPS (Ind.) (physical sciences group)	545	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (veterinary science group)	550	B
Government of Canada (Treasury Board)**	Public Service Alliance of Canada (PSAC) (CLC) (administrative services group)	4,740	B
Government of Canada (Treasury Board)**	PSAC (CLC) (clerical and regulatory group)	46,780	B
Government of Canada (Treasury Board)**	PSAC (CLC) (communications group)	855	B
Government of Canada (Treasury Board)**	PSAC (CLC) (correctional group, supervisory and non-supervisory empls.)	3,605	CO
Government of Canada (Treasury Board)**	PSAC (CLC) (data processing group)	3,285	B
Government of Canada (Treasury Board)**	PSAC (CLC) (education group)	3,585	CO
Government of Canada (Treasury Board)**	PSAC (CLC) (engineering and scientific support group)	8,080	B
Government of Canada (Treasury Board)**	PSAC (CLC) (financial administration group)	1,550	B
Government of Canada (Treasury Board)**	PSAC (CLC) (fire fighters, supervisory and non-supervisory)	1,520	B
Government of Canada (Treasury Board)**	PSAC (CLC) (general labour and trades group, supervisory and non-supervisory)	19,935	PCB
Government of Canada (Treasury Board)**	PSAC (CLC) (general services group, supervisory and non-supervisory)	13,550	B
Government of Canada (Treasury Board)**	PSAC (CLC) (general technical, social science support and technical inspection groups)	4,535	B
Government of Canada (Treasury Board)**	PSAC (CLC) (hospital services group, supervisory and non-supervisory)	4,155	B

Negotiations in Progress during March 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg' Stag
Government of Canada (Treasury Board)**	PSAC (CLC) (information services group)	845	B
Government of Canada (Treasury Board)**	PSAC (CLC) (lightkeepers, supervisory and non-supervisory)	540	B
Government of Canada (Treasury Board)**	PSAC (CLC) (office equipment operations group)	685	B
Government of Canada (Treasury Board)**	PSAC (CLC) (primary products inspection group)	2,655	B
Government of Canada (Treasury Board)**	PSAC (CLC) (programme administration group)	21,510	B
Government of Canada (Treasury Board)**	PSAC (CLC) (purchasing and supply group)	1,315	ARB
Government of Canada (Treasury Board)**	PSAC (CLC) (radio operations group)	1,080	PCB
Government of Canada (Treasury Board)**	PSAC (CLC) (secretarial, stenographic and typing group)	12,320	B
Government of Canada (Treasury Board)**	PSAC (CLC) (ships' crews, supervisory and non-supervisory)	2,970	CO
Government of Canada (Treasury Board)**	PSAC (CLC) (welfare programme group)	1,560	B
Greyhound Lines of Canada, system-wide**	Transit Union (AFL-CIO/CLC) (operators, maintenance and terminal empls.)	900	B
Gulf Oil Canada Ltd., Ont., Sask. and B.C.	Oil, Chemical and Atomic Workers (AFL-CIO/CLC) (refining and marketing empls.)	685	B
Railway Assn. of Canada (CN, CP Rail, CN and CP jointly-owned companies and other companies), system-wide**	Associated Railway Unions (CLC) (AFL-CIO/CLC) and (Ind.)	87,545	MED
St. Lawrence Seaway Authority, Que. and Ont.**	Railway, Transport and General Workers (CBRT) (CLC) (Operational & Maintenance Agreement and Headquarters Agreement)	1,170	B
Saskatchewan Wheat Pool, Thunder Bay, Ont., Winnipeg, Man., Regina, Sask. and Vancouver, B.C.**	Grain Services Union (CLC) (office empls., extension div. and farm service centres)	1,100	CO
Swift Canadian Co. Ltd., Ont., Man., Alta. and B.C.	Foodworkers (AFL-CIO/CLC) (production empls.)	2,000	B
Upper Lakes Shipping, Great Lakes and St. Lawrence**	Railway, Transport and General Workers (CBRT) (CLC) (unlicensed personnel)	525	B

Negotiations in Progress during March 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
-----------------------	-------	-----------------	----------------

Definitions of Codes for Negotiation Stages

B - Direct Bargaining
DMO - Direct Mediation Officer
CO - Conciliation
CB - Conciliation Board
MED - Mediation
PCB - Post Conciliation Bargaining
ARB - Arbitration
WS - Work Stoppage
B/WS - Bargaining After a Work Stoppage
MED/WS - Mediation During a Work Stoppage
F - Fact Finder
PMB - Post Mediation Bargaining
PFB - Post Fact Finder Bargaining
(R) - (R) following the stage of negotiations
indicates that the existing contract has
been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in April 1978

Employer and Location	Union	No. of Empls.
Abitibi Forest Products, Sturgeon Falls	Cdn. Paperworkers (CLC)	370
Abitibi Forest Products, Thunder Bay	Cdn. Paperworkers (CLC)	200
Abitibi Forest Products, Provincial Paper Div., Thorold	Cdn. Paperworkers (CLC)	775
Abitibi Forest Products, Provincial Paper Div., Thunder Bay	United Paperworkers (AFL-CIO/CLC)	270
Abitibi Forest Products, Provincial Paper Div., Thunder Bay	United Paperworkers (AFL-CIO/CLC)	550
Abitibi Paper Co., Iroquois Falls	Cdn. Paperworkers (CLC)	231
Abitibi Paper Co., Iroquois Falls	Cdn. Paperworkers (CLC)	700
Abitibi Paper Co., Sault Ste. Marie	Cdn. Paperworkers (CLC)	280
Abitibi Paper Co., Smooth Rock Falls	Cdn. Paperworkers (CLC)	390
Abitibi Paper Co., Fort William Div., Thunder Bay	Cdn. Paperworkers (CLC)	224
Air Canada (Maintenance, Customer Service, Purchasing), province-wide	Machinists (AFL-CIO/CLC)	1,721
Associated Fur Industries of Toronto	Foodworkers (AFL-CIO/CLC)	350
Benson & Hedges (Canada) Ltd., Brampton	Tobacco Workers (AFL-CIO/CLC)	300
Caland Ore Co., Atikokan	Steelworkers (AFL-CIO/CLC)	400
Canada Forgings Ltd. (2 Plants), Welland	Auto Workers (CLC)	230
Canada Safeway, Thunder Bay	Retail Clerks (AFL-CIO/CLC)	238
Canadian Appliance Manufacturing (Longwood Road Plant), Hamilton	Electrical Workers (UE) (CLC)	700
Canadian Blower/Canada Pumps, Kitchener	Steelworkers (AFL-CIO/CLC)	211
Canadian Carborundum Co., Niagara Falls	Steelworkers (AFL-CIO/CLC)	300
Canadian Chromalox Co., Toronto	Auto Workers (CLC)	510
Canadian International Paper Co., Hawkesbury	Cdn. Paperworkers (CLC)	500
Canadian Johns-Manville Co., Scarborough	Cdn. Chemical Workers (Ind.)	420
Canadian Pacific Hotels, Royal York Hotel, Toronto	Hotel Employees (AFL-CIO/CLC)	870
Canron Ltd. (Burlington and Stuart Streets Plants), Hamilton	Steelworkers (AFL-CIO/CLC)	200
Central Ontario Electrical Contractors Assn.	Electrical Workers (IBEW) (AFL-CIO/CLC)	600
Council of Printing Industries of Canada, Toronto	Printing and Graphic Communi- cations (AFL-CIO/CLC)	220
Council of Printing Industries of Canada, Toronto	Typographical Union (AFL-CIO/CLC)	535
Courtaulds Canada and Caravelle Carpets, Cornwall	Clothing and Textile Workers (AFL-CIO/CLC)	570

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in April 1978 (Cont'd)

Employer and Location	Union	No. of Empls.
Dare Foods (Biscuit Div.), Kitchener	Bakery Workers (AFL-CIO/CLC)	245
Dome Mines, South Porcupine	Steelworkers (AFL-CIO/CLC)	445
Dominion Stores, Thunder Bay	Retail Clerks (AFL-CIO/CLC)	221
Domtar Fine Papers, Cornwall	Cdn. Paperworkers (CLC)	1,150
Domtar Fine Papers, St. Catharines	Cdn. Paperworkers (CLC)	240
Domtar Packaging (Kraft Paper and Board Div.), Red Rock	Cdn. Paperworkers (CLC)	330
E. B. Eddy Forest Products, Ottawa	Multi-Union	1,550
E. B. Eddy Forest Products (Paper Mill), Espanola	Cdn. Paperworkers (CLC)	725
Exolon Co. of Canada, Thorold	Intl. Chemical Workers (AFL-CIO)	200
Ferranti-Packard Ltd. (Mt. Dennis Plant), Toronto	Electrical Workers (UE) (CLC)	200
Grand Valley Construction Assn.	Carpenters (AFL-CIO/CLC)	550
Grand Valley Construction Assn.	Labourers (AFL-CIO/CLC)	560
Great Lakes Paper Co., Newsprint and Kraft Div., Thunder Bay	Cdn. Paperworkers (CLC)	1,145
Hamilton City Board of Education	Cdn. Union of Public Employees (CUPE) (CLC) (caretakers)	256
Hamilton Construction Assn.	Carpenters (AFL-CIO/CLC)	850
Hamilton Construction Assn.	Labourers (AFL-CIO/CLC)	600
Hamilton and District Sheet Metal Contractors Assn.	Sheet Metal Workers (AFL-CIO/CLC)	700
Hamilton Electrical Construction Assn.	Electrical Workers (IBEW) (AFL-CIO/CLC)	1,185
Hamilton Mechanical Contractors Assn.	Plumbers (AFL-CIO/CLC)	1,500
H. J. Heinz Co. of Canada, Leamington	Foodworkers (AFL-CIO/CLC)	1,000
Holiday Inn, Commonwealth Holiday Inns of Canada, Ltd., Ottawa	Hotel Employees (AFL-CIO/CLC)	300
Kellogg Salada Canada, London	Millers (AFL-CIO/CLC)	650
Kimberly-Clark Pulp and Paper Co., Terrace Bay	United Paperworkers (AFL-CIO/CLC)	590
Kingston Construction Assn.	Carpenters (AFL-CIO/CLC)	360
Kingston Construction Assn.	Labourers (AFL-CIO/CLC)	600
Kingston and District Road, Sewer and Watermain Contractors	Labourers (AFL-CIO/CLC)	280
Kingston Mechanical Contractors Assn.	Plumbers (AFL-CIO/CLC)	450
Kitchener Mechanical Contractors Assn., Waterloo	Plumbers (AFL-CIO/CLC)	700

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in April 1978 (Cont'd)

Employer and Location	Union	No. of Employees
Lake Ontario Construction Assn.	Carpenters (AFL-CIO/CLC)	60
Lakehead Sheet Metal Contractors Assn.	Sheet Metal Workers (AFL-CIO/CLC)	23
Loblaws Ltd., Intercity	Retail Employees (CLC)	6,15
London and District Construction Assn.	Carpenters (AFL-CIO/CLC)	78
London and District Construction Assn.	Labourers (AFL-CIO/CLC)	1,50
London Electrical Contractors Assn.	Electrical Workers (IBEW) (AFL-CIO/CLC)	36
London Mechanical Contractors Assn.	Plumbers (AFL-CIO/CLC)	35
London Sheet Metal Contractors Assn.	Sheet Metal Workers (AFL-CIO/CLC)	20
Metro Toronto Apartment Builders	Intl. Operating Engineers (AFL-CIO/CLC)	40
Metro Toronto Road Builders Assn.	Intl. Operating Engineers (AFL-CIO/CLC)	20
Metro Toronto Road Builders Assn.	Multi-Union	20
Metro Toronto Sewer and Watermain Contractors	Intl. Operating Engineers (AFL-CIO/CLC)	32
Metro Toronto Sewer and Watermain Contractors	Multi-Union	1,50
Monarch Fine Foods, Toronto	Teamsters (Ind.)	25
Motor Transport Industrial Relations Bureau, "C" Carriers, province-wide	Teamsters (Ind.)	20
National Capital Road Builders Assn.	Multi-Union	1,00
Niagara Construction Assn. and General Contractors Assn. of Niagara	Carpenters (AFL-CIO/CLC)	50
Niagara Mechanical Contractors Assn.	Plumbers (AFL-CIO/CLC)	42
Niagara Peninsula Electrical Contractors Assn.	Electrical Workers (IBEW) (AFL-CIO/CLC)	36
Nipissing Board of Education	CUPE (CLC)	25
Omstead Foods, Romney Twp.	Teamsters (Ind.)	37
Ontario Acoustical Assn., province-wide	Carpenters (AFL-CIO/CLC)	2,00
Ontario Acoustical Assn., province-wide	Painters (AFL-CIO/CLC)	20
Ontario Construction Labour Relations Assn.	Labourers (AFL-CIO/CLC)	95
Ontario Crane Rental Assn., province-wide	Intl. Operating Engineers (AFL-CIO/CLC)	27
Ontario Erectors Assn., province-wide	Structural Iron Workers (AFL-CIO/CLC)	5,00
Ontario Masonry Industry Employers Council, province-wide	Bricklayers (AFL-CIO/CLC)	4,25
Ontario-Minnesota Pulp and Paper Co., Fort Frances	United Paperworkers (AFL-CIO/CLC)	45

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in April 1978 (Cont'd)

Employer and Location	Union	No. of Empls.
Ontario-Minnesota Pulp and Paper Co., Kenora	United Paperworkers (AFL-CIO/CLC)	500
Ontario-Minnesota Pulp and Paper Co. (Paper Div.), Fort Frances	Machinists (AFL-CIO/CLC)	200
Ontario Painting Contractors Assn., province- wide	Painters (AFL-CIO/CLC)	2,500
Ontario Painting and Decorating Contractors Assn.	Painters (AFL-CIO/CLC)	350
Ontario Paper Co., Thorold	Cdn. Paperworkers (CLC)	200
Ontario Paper Co., Thorold	Multi-Union	860
Ontario Refrigeration and Air Conditioning Contractors Assn., province-wide	Plumbers (AFL-CIO/CLC)	900
Ontario Terrazzo, Tile and Marble Guild, province-wide	Bricklayers (AFL-CIO/CLC)	5,000
Oshawa Area Signatory Contractors	Multi-Union	250
Oshawa and District Commercial Construction Exchange (General Contractors)	Carpenters (AFL-CIO/CLC)	600
Oshawa and District Commercial Construction Exchange	Labourers (AFL-CIO/CLC)	400
Oshawa-Port Hope Electrical Contractors Assn.	Electrical Workers (IBEW) (AFL-CIO/CLC)	300
Ottawa Construction Assn.	Carpenters (AFL-CIO/CLC)	1,000
Ottawa Construction Assn.	Plasterers (AFL-CIO)	200
Ottawa Electrical Contractors Assn.	Electrical Workers (IBEW) (AFL-CIO/CLC)	1,000
Ottawa Mechanical Contractors Assn.	Plumbers (AFL-CIO/CLC)	1,050
Ottawa Mechanical Contractors Assn.	Sheet Metal Workers (AFL-CIO/CLC)	600
Patons and Baldwins Canada, Toronto	Clothing and Textile Workers (AFL-CIO/CLC)	350
Pilkington Bros. (Canada Glass Manufacturing Div.), Scarborough	Glass and Ceramic Workers (AFL-CIO/CLC)	665
Pirelli Cables, Guelph	Steelworkers (AFL-CIO/CLC)	205
Quinte-St. Lawrence Electrical Contractors Assn.	Electrical Workers (IBEW) (AFL-CIO/CLC)	420
RCA Ltd., Smiths Falls	Electrical Workers (IUE) (AFL-CIO/CLC)	285
Reinforcing Steel Installators of Ontario and Labour Relations Bureau of Ontario, Toronto area	Structural Iron Workers (AFL-CIO/CLC)	500
Reinforcing Steel Installators of Ontario and Labour Relations Bureau of Ontario	Structural Iron Workers (AFL-CIO/CLC)	200
Residential Sheet Metal Contractors Organi- zation	Sheet Metal Workers (AFL-CIO/CLC)	300

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in April 1978 (Cont'd)

Employer and Location	Union	No. of Empl.
St. Mary's of the Lake Hospital, Kingston	Independent Local Union	20
Sault Ste. Marie Builders Exchange	Carpenters (AFL-CIO/CLC)	30
Skyline Hotels, Ottawa	Hotel Employees (AFL-CIO/CLC)	33
Spruce Falls Power and Paper and Kimberly-Clark, (Woodlands & Sawmill), Kapuskasing	Cdn. Paperworkers (CLC)	1,000
Spruce Falls Power and Paper and Kimberly-Clark, Kapuskasing	Cdn. Paperworkers (CLC) (pro- duction and maintenance empls.)	20
Steep Rock Iron Mines, Steep Rock Lake	Steelworkers (AFL-CIO/CLC)	46
Storwal International, Pembroke	Steelworkers (AFL-CIO/CLC)	20
Sudbury Construction Assn.	Carpenters (AFL-CIO/CLC)	50
Sudbury Construction Assn.	Intl. Operating Engineers (AFL-CIO/CLC)	20
Sudbury Electrical Contractors Assn.	Electrical Workers (IBEW) (AFL-CIO/CLC)	42
Sudbury Mechanical Contractors Assn.	Plumbers (AFL-CIO/CLC)	50
Sudbury Mechanical Contractors Assn.	Sheet Metal Workers (AFL-CIO/CLC)	20
Thunder Bay Construction Assn.	Carpenters (AFL-CIO/CLC)	40
Thunder Bay Construction Assn.	Carpenters (AFL-CIO/CLC)	60
Thunder Bay Construction Assn.	Electrical Workers (IBEW) (AFL-CIO/CLC)	34
Thunder Bay Construction Assn.	Structural Iron Workers (AFL-CIO/CLC)	25
Thunder Bay Grocery Stores	Retail Clerks (AFL-CIO/CLC)	22
Thunder Bay Mechanical Contractors Assn.	Plumbers (AFL-CIO/CLC)	35
Toronto Cement Finishing Contractors	Labourers (AFL-CIO/CLC)	20
Toronto Construction Assn. (General Contractors Section)	Intl. Operating Engineers (AFL-CIO/CLC)	1,000
Toronto Construction Assn. (General Contractors Section)	Plasterers (AFL-CIO)	475
Toronto and District Excavators Assn.	Intl. Operating Engineers (AFL-CIO/CLC)	250
Toronto Electrical Contractors Assn.	Electrical Workers (IBEW) (AFL-CIO/CLC)	4,000
Toronto Form Work Assn., province-wide	Intl. Operating Engineers (AFL-CIO/CLC)	200
Toronto Heavy Construction Assn.	Labourers (AFL-CIO/CLC)	500
Toronto Hebrew Master Bakers Assn.	Bakery Workers (AFL-CIO/CLC)	200

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in April 1978 (Cont'd)

Employer and Location	Union	No. of Empls.
Toronto Hotel Assn.	Hotel Employees (AFL-CIO/CLC)	1,000
Toronto Mechanical Contractors Assn.	Plumbers (AFL-CIO/CLC)	3,600
Toronto Mechanical Contractors Assn., Metro Plumbing and Heating Contractors Div.	Plumbers (AFL-CIO/CLC) (residential)	800
Toronto Sheet Metal and Air Handling Group	Sheet Metal Workers (AFL-CIO/CLC)	1,500
Toronto Sheet Metal and Air Handling Group, Roofing Div.	Sheet Metal Workers (AFL-CIO/CLC)	600
Treasury Board of Canada	Independent Local Union (postal operations, supervisory)	1,586
Treasury Board of Canada	Professional Institute (PIPS) (Ind.) (physical sciences group)	397
Treasury Board of Canada	Public Service Alliance of Canada (PSAC) (firefighters group)	246
Union Carbide Canada, (Carbon Products, Metals), Welland	Electrical Workers (UE) (CLC)	500
University of Ottawa	Professors Assn. (Ind.)	850
University of Windsor	Service Employees Intl. (AFL-CIO/CLC)	325
WABCO Ltd., Stoney Creek	Electrical Workers (UE) (CLC)	230
Waterloo-Wellington Sheet Metal Contractors Assn.	Sheet Metal Workers (AFL-CIO/CLC)	200
Westclox Canada Ltd., Peterborough	Electrical Workers (IUE) (AFL-CIO/CLC)	270
Westinghouse Canada (Huron and Clarke Rd.), London	Electrical Workers (UE) (CLC)	325
Westinghouse Canada (Plants 1, 2, and 3), Hamilton	Electrical Workers (UE) (CLC)	2,000
Windsor Construction Assn.	Carpenters (AFL-CIO/CLC)	350
Windsor Construction Assn.	Labourers (AFL-CIO/CLC)	400
Windsor Electrical Contractors Assn.	Electrical Workers (IBEW) (AFL-CIO/CLC)	215
Windsor Heavy Construction Assn.	Multi-Union	680
Windsor Mechanical Contractors Assn.	Plumbers (AFL-CIO/CLC)	325
York University, Toronto	Independent Local Union	1,040

CA1
L
.003

Government
Publication



Labour
Canada

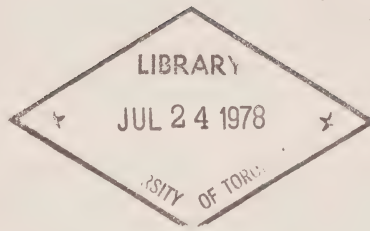
Travail
Canada



Ontario

LABOUR CANADA
OTTAWA

ONTARIO MINISTRY OF LABOUR
TORONTO



COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
April 1978

Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

Foreword

This report consists of four sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in April 1978, and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries - the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

Some of the settlements note that the wage increases are subject to approval by the Anti-Inflation Board. This note is generally included only when part of an increase is withheld pending the Board's decision. It is not extended to other settlements which may require AIB approval, even if the wage increases appear to exceed the anti-inflation guidelines.

The second section of the report lists rulings made by the Anti-Inflation Board in April 1978 on settlements which were reported previously. The list includes only those rulings which have come to the attention of the Ministry and it may be incomplete. The action taken by the Board is indicated in terms of whether the Board approved or disapproved the settlements.

The third section lists the negotiations underway in April 1978. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The fourth section lists the agreements that are scheduled to expire in May 1978.

This report was prepared jointly by Labour Canada and the Ontario Ministry of Labour. Labour Canada reports on non-construction situations covering 500 or more employees. The Ontario Ministry of Labour reports on non-construction situations covering 200 to 499 employees and on all construction situations covering 200 or more employees.

May 29, 1978

Contents

	Page
Index to Settlements Reported	184
April 1978 Settlements	
Food and Beverage	188
Textile	191
Knitting Mills	194
Clothing	195
Furniture and Fixture	195
Printing, Publishing and Allied	196
Primary Metal	197
Metal Fabricating	200
Machinery	200
Transportation Equipment	201
Electrical Products	202
Non-Metallic Mineral Products	203
Miscellaneous Manufacturing	205
Mines	206
Transportation	207
Electric Power, Gas and Water Utilities	212
Education and Related Services	213
Health and Welfare Services	217
Personal Services	226
Federal Administration	227
Provincial Administration	231
Local Administration	233
Construction	236
Addendum	
January 1978 Settlements	238
February 1978 Settlements	241
March 1978 Settlements	242
Anti-Inflation Board Rulings in April 1978	244
Negotiations in Progress during April 1978	
Covering 200 or More Employees	245
Collective Bargaining Agreements Covering 200 or More Ontario Employees Expiring in May 1978	261

Highlights

Kodak Settlement. The ratification of a 30-month collective agreement by 1,250 production and distribution employees at Kodak Canada plants in Toronto and Brampton ended a prolonged period of negotiations carried on since 1976, when the company's last contract with the International Chemical Workers (ICW) expired. During the course of negotiations, the bargaining unit underwent two union representation changes. In January 1977, the Steelworkers replaced the ICW as bargaining agent, but were unable to reach a settlement acceptable to the members. Subsequently, the Steelworkers were displaced by an independent employee association in March 1978.

During the period since expiration of the ICW contract on November 6, 1976, the Kodak employees received two unscheduled wage adjustments, implemented in April and November 1977. General hourly increases ranged from 73 cents to \$1.21 in total and, in addition, a 23-cent cost-of-living allowance generated under the expired agreement was incorporated into the rate structure. The new agreement negotiated by the employees' association, reached in direct bargaining and effective May 1, 1978, contained general wage increases ranging from 90 cents to \$1.53 per hour, implemented in two stages in November 1978 and 1979. The contract also included improvements in paid holiday and vacation provisions, higher safety shoe, tool and meal allowances, and improved shift premiums and emergency recall provisions. The cost-of-living provision was discontinued, and the jury duty clause was amended to permit employees to retain any court fees received.

Railways Settlement. The Associated Railway Unions (ARU) reached an industry-wide settlement affecting 90,000 employees of 13 Canadian railway companies including Canadian National and Canadian Pacific. The negotiations involved three groups of workers (running trades, shop crafts and non-operating) represented by 17 unions acting jointly through ARU. The ARU bargaining proposals for the renewal of the agreements expiring either on December 31, 1977 or February 28, 1978 were presented in October 1977. They called for unspecified increases in wages, better pensions and improved job security as priority items, plus improvements in a number of benefits and working conditions. One of the main issues in the final stages of negotiations concerned pass privileges on VIA-Rail for CN and CP employees. The parties eventually agreed to maintain the previous entitlement unchanged for the duration of the new agreements.

The one-year settlement was reached at the post-conciliation stage in February 1978 and was ratified by a narrow margin in April. The terms of settlement included a 6 per cent general wage increase retroactive to January 1, 1978, increased weekly indemnity benefits, higher life insurance coverage at retirement, improved pension benefits for pre-1973 pensioners and a 3-cent increase in automobile allowances. The pact also included measures to improve job security in the industry and to ease the impact of seasonal layoffs by strengthening the contracting-out provisions and endorsing the application of the inverse seniority principle. The settlement, involving a total compensation increase calculated at 6.09 per cent over one year, was approved by the AIB.

An almost identical wage and benefit package for 1978 was accepted at the same time by 2,935 members of the Brotherhood of Railway, Airline and Steamship Clerks employed by Canadian Pacific Express in the Atlantic, Eastern and Western Regions.

Nursing and Retirement Homes Settlements. The Service Employees International Union (SEIU), acting on behalf of support staff units in various Ontario nursing and retirement homes, negotiated two settlements in April covering a combined total of close to 2,000 workers. Both settlements were reached in direct bargaining and contained a uniform general wage increase of 30 cents per hour over a 12-month term. The cost-of-living provision, introduced in 1976 in those agreements which were negotiated centrally, was discontinued.

In the 1976 negotiations involving Extendicare Ltd. and six other companies operating nursing homes, the original settlement established March 3, 1978 as the common expiry date for all seven agreements. Following an AIB decision to reduce the proposed compensation increases, the parties renegotiated the settlement and amended the common expiry date to January 31, 1978. The recent master settlement, which runs to January 31, 1979, established new standards governing call-in pay, overtime calculations, a vision care plan and Workmen's Compensation rules. In addition, improvements were made in paid vacations, clothing allowances and accumulation of sick leave credits. In all cases, where individual agreements previously provided entitlements greater than the new provision standards, these superior clauses will be retained. The settlement remains subject to controls, and the parties agreed to hold back 10 cents of the negotiated 30-cent wage increase pending AIB approval.

The other April SEIU settlement involved six renewal agreements covering 217 workers at retirement homes operated by Central Park Lodges of Canada in four Ontario cities. In addition to the 30-cent general wage increase, the settlement contained a new vision care plan and improved uniform allowances, in both cases identical to the corresponding items in the new nursing homes pact mentioned above. The other new or improved benefits recently awarded to the nursing homes employees were in most cases already matched or exceeded in the previous Central Park retirement lodges contracts.

Index to Settlements Reported, April 1978

Employer and Location	Union	Page
Amoco Fabrics Co., a div. of Amoco Canada Petroleum Co. Ltd., Hawkesbury	Woodworkers (AFL-CIO/CLC)	192
Anaconda Canada Ltd., Toronto	Auto Workers (CLC) (plant empls.)	199
Black Diamond Cheese, Div. of Brooke Bond Foods Ltd., Belleville	Foodworkers (AFL-CIO/CLC)	188
Canada Wire and Cable Ltd., Simcoe	Steelworkers (AFL-CIO/CLC) (hourly- rated empls.)	202
Canadian Blower/Canada Pumps Ltd., Kitchener	Steelworkers (AFL-CIO/CLC)	200
Canadian Pacific Express Ltd., Atlantic, Eastern and Western Regions	Railway Clerks (AFL-CIO/CLC) (warehousemen, drivers, mechanics, clerks, etc.)	208
Canteen of Canada Ltd. (Vending and Food Service), Brantford, Hamilton, London, Oakville, St. Catharines and Toronto	Retail, Wholesale and Department Store Union (AFL-CIO/CLC)	226
Central Park Lodges of Canada, Hamilton, London, Ottawa and Toronto	Service Employees (AFL-CIO/CLC)	224
Cliffs of Canada Ltd. (Adams Mine at Kirkland Lake and Sherman Mine at Temagami)	Steelworkers (AFL-CIO/CLC) (2 bargaining units at Adams Mine - production/maintenance and office/ clerical/technical; 1 bargaining unit at Sherman Mine - production/ maintenance)	206
Council of Printing Industries of Canada on behalf of 31 employers, Toronto and area	Graphic Arts Union (AFL-CIO/CLC) (bookbinders)	196
Crane Canada Ltd., Brantford	Steelworkers (AFL-CIO/CLC)	200
Crouse-Hinds Canada Ltd., Toronto	Auto Workers (CLC)	202
Dempster's Bread, Div. of Corporate Foods Ltd., Toronto	Teamsters (Ind.)	190
Duplate Canada Ltd., Hawkesbury and Oshawa	Auto Workers (CLC) (hourly-rated empls.)	203
East York Borough Corp.	CUPE (CLC) (inside and outside empls.)	233
Extendicare Ltd., Beacon Hill Lodges of Canada Ltd., Central Park Lodges of Canada Ltd., Villacentres Ltd., Heritage Nursing Homes Ltd., Bestview Holdings Ltd. and Bestview Services Ltd., various Ontario cities	Service Employees (AFL-CIO/CLC) (non-medical empls.)	225
Gabriel of Canada Ltd., Mississauga	Machinists (AFL-CIO/CLC) (plant empls.)	201

Index to Settlements Reported, April 1978 (Cont'd)

Employer and Location	Union	Page
General Aviation Services Ltd., Toronto	Machinists (AFL-CIO/CLC)	207
Government of Canada (Treasury Board)	Council of Graphic Arts Unions (5 AFL-CIO/CLC Unions) (printing operations group, non-supervisory empls.)	227
Government of Canada (Treasury Board)	Public Service Alliance of Canada (PSAC) (CLC) (general labour and trades group, supervisory and non-supervisory)	228
Government of Canada (Treasury Board)	PSAC (CLC) (primary products inspection group)	229
Government of Canada (Treasury Board)	PSAC (CLC) (purchasing and supply group)	242
Government of Canada (Treasury Board)	PSAC (CLC) (radio operations group)	230
Government of Canada (Treasury Board)	PSAC (CLC) (ships' crews, supervisory and non-supervisory)	230
Halton Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	213
Hamilton City Corp.	CUPE (CLC) (outside empls.)	233
Hamilton Street Railway Co.	Transit Union (AFL-CIO/CLC) (hourly-rated empls.)	211
Harding Carpets Ltd., Collingwood	Clothing and Textile Workers (AFL-CIO/CLC)	192
Huron County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	214
Kelsey-Hayes Canada Ltd. (Eureka Foundry Plant), Woodstock	Auto Workers (CLC)	197
Kitchener City Corp.	CUPE (CLC)	234
Kodak Canada Ltd., Mount Dennis and Brampton	Employees' Assn. (Ind.) (production and distribution empls.)	205
Lancia-Bravo Foods, Toronto	Foodworkers (AFL-CIO/CLC)	191
Leeds and Grenville County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	214
London City Board of Education	CUPE (CLC) (full and part-time empls.)	215
Millhaven Fibres Ltd., Millhaven Works, Ernestown	Oil, Chemical and Atomic Workers (AFL-CIO/CLC)	192
Niagara Regional Board of Commissioners of Police	Police Assn. (Ind.) (police officers and civilian empls.)	235
North York General Hospital	Ont. Nurses' Assn. (Ind.) (nurses, full and part-time)	217

Index to Settlements Reported, April 1978 (Cont'd)

Employer and Location	Union	Page
Omstead Foods Ltd., Wheatley	Teamsters (Ind.)	188
Ontario Government	Ont. Provincial Police Assn., Inc. (Ind.) (cadets and police officers)	231
Ontario Government (Working Conditions)	OPSEU (Ind.)	232
Ontario Refrigeration and Air Conditioning Contractors' Assn.	Plumbers (AFL-CIO/CLC)	236
Ottawa General Hospital	Ont. Nurses' Assn. (Ind.) (nurses, full and part-time)	241
Patons & Baldwins (Canada) Ltd., Toronto	Clothing and Textile Workers (AFL- CIO/CLC)	191
Quaker Oats Co. of Canada Ltd., Pet Food Div., Trenton	Foodworkers (AFL-CIO/CLC)	189
The Railway Assn. of Canada, Canadian National Railways and other railways, system-wide	Associated Railway Unions (17 Unions - CLC, AFL-CIO/CLC and Ind.)	209
Renfrew County Board of Education	Renfrew County Elementary School Teachers (Ind.)	216
Renfrew County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	216
John Rennie Ltd., Guelph	Clothing and Textile Workers (AFL- CIO/CLC)	195
Residential Sheet Metal Contractors Organization, Toronto area	Sheet Metal Workers (AFL-CIO/CLC)	237
St. Joseph's Hospital, Hamilton	Ont. Nurses' Assn. (Ind.) (nurses, full and part-time)	218
St. Joseph's Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (nurses, full and part-time)	219
Salvation Army Grace Hospital (Windsor)	Ont. Nurses' Assn. (Ind.) (nurses, full and part-time)	220
Silknit Ltd. and Dominion Woollens & Worsteds, Div. of Silknit Ltd., Cambridge	United Textile Workers (AFL-CIO/ CLC)	194
Stauffer Chemical Co. of Canada, Ltd. (Canadian Vinyl Fabrics, New Toronto Works)	Steelworkers (AFL-CIO/CLC) (production, office, clerical and laboratory empls.)	193
Sudbury General Hospital of the Immaculate Heart of Mary	Ont. Nurses' Assn. (Ind.) (nurses, full and part-time)	221
Textile Rental Institute of Ontario, Toronto	Teamsters (Ind.) (linen supply route men and laundry drivers)	226

Index to Settlements Reported, April 1978

Employer and Location	Union	Page
Thunder Bay City Corp.	CUPE (CLC) (outside empls.)	235
Toronto & District Carpentry Contractors Assn.	Carpenters (AFL-CIO/CLC)	242
The Toronto Electric Commissioners and Toronto Hydro-Electric System	CUPE (CLC) (hourly-rated, clerical and technical empls.)	212
Toronto Spring Manufacturers	Steelworkers (AFL-CIO/CLC)	195
Victoria Hospital Corp., London	Ont. Nurses' Assn. (Ind.) (nurses, full-time)	223
Victoria Hospital Corp., London	Service Employees (AFL-CIO/CLC) (service and maintenance empls., part-time)	238
Windsor Heavy Construction Assn.	Teamsters (Ind.), Labourers (AFL-CIO/CLC) and Intl. Operating Engineers (AFL-CIO/CLC)	239
Women's College Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (nurses, full-time and four-tour)	223
York University, Downsview	CUPE (CLC) (maintenance, services and plant operations)	217

FOOD AND BEVERAGE

Black Diamond Cheese, Division of Brooke Bond Foods Limited at Belleville - District 15, Foodworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from March 1, 1978 to March 1, 1980, covering 225 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Mar. 1/78</u>	<u>Mar. 1/79</u>
	Increases	27¢	41¢
	Class 1 (includes Packer)	\$5.23 (\$4.96)	\$5.64
	Class A (includes Maintenance Mechanic)	\$6.16 (\$5.89)	\$6.57
Shift Premiums:	0-18¢-23¢ (0-15¢-20¢).		
Paid Vacations:	Effective July 2, 1978, 4 weeks after 13 (15) years. Effective July 2, 1979, 4 weeks after 12 years.		
Pension Plan:	Effective May 1, 1978, new pension plan is implemented. (No details are available.)		
Safety Shoe Allowance:	Maximum is \$30 (\$25) annually.		

Omstead Foods Limited at Wheatley - Local 880, Teamsters (Ind.): A 24-month renewal agreement effective from April 12, 1978 to April 11, 1980, covering 370 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Apr. 12/78</u>	<u>Apr. 12/79</u>
	General Increases	20¢*	30¢
	Job Grade 1 (includes Light General Worker)	\$5.07 (\$4.87)	\$5.37
	Group #3 ("A" Class Refrigeration)	\$6.60 (\$6.40)	\$6.90
	*Note: Increases are subject to approval by the Anti-Inflation Board.		
Rate Guarantee:	The starting rate for probationary employees shall not be less than 20¢ per hour above the minimum wage established by the Government (unchanged).		
Cost of Living Allowance:	There is a 50-cent COLA float. 1¢ per hour for each .5 increase in the Consumer Price Index over an Index base of 200.1, where 1961 equals 100. To be adjusted semi-annually. (Formula is unchanged.)		
Reporting Pay (new):	Minimum of 3 hours' pay at straight time when no work is available.		

Paid Holidays: The day before Christmas is added for a total of 11 (10) days.

Paid Vacation: Effective July 1, 1979, 3 weeks and 6% vacation pay after 6 (8) years' service and 4 weeks and 8% vacation pay after 15 (20) years.

Bereavement Leave (new): Up to 3 days' paid leave to attend the funeral of a spouse, son, daughter, father, mother, brother, sister, stepfather, step-mother, stepson, stepdaughter, father-in-law or mother-in-law.

Jury/Witness Duty Pay (new): Employer makes up the difference between employee's regular pay and jury or witness duty pay.

Health and Welfare: Life Insurance - Effective as soon as possible following ratification, \$8,000 (\$5,000) coverage for eligible employees.

Life Insurance (Employees 65 and over): Effective April 1, 1979, \$4,000 coverage (new) for eligible employees.

Dental Plan (new): Effective April 1, 1979, employer pays 75% of cost of premiums for basic dental plan for eligible employees.

Quaker Oats Company of Canada Limited, Pet Food Division at Trenton - Local P1172, Foodworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from April 1, 1978 to March 31, 1980, covering 230 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Apr. 1/78</u>	<u>Apr. 1/79</u>
General		30¢	57¢ (5¢ of which
Increases			meets premium costs
			for new employee-
			paid LTD Plan)
Additional			10¢ per hour for Grades
Adjustments			2 and 3 and Stationary
			Engineer 3rd Class;
			3¢ per hour for Grade 9
Grade 1 (includes		\$5.62	\$6.14
Hand Pack - New		(\$5.32)	
Product)			
Grade 6 (includes		\$6.10	\$6.62
Mixer Operator)		(\$5.80)	
Maintenance		\$6.82	\$7.34
Grade No. 5		(\$6.52)	

Probationary Period: 3 (6) months within a 12-month period.

Paid Lunch Period: Provision for a 20-minute paid lunch period for Maintenance employees working the third shift is deleted.

Paid Vacation: Effective April 1, 1979, 3 weeks after 5 (6) years' service and 4 weeks after 12 (15) years.

Health and Welfare: Long Term Disability Plan (new) - Effective April 1, 1979, benefits under this employee-paid plan equal 60% of regular income, tax free, to a maximum of \$2,000 monthly.

Dental Plan (new) - Effective April 1, 1978, employer pays 50% of cost of premiums for basic dental plan with 80%/20% co-insurance and no deductibles. Maximum benefit is \$1,000 per person covered per annum. Effective April 1, 1979, employer pays 50% of cost of premiums for major dental plan with 50%/50% co-insurance and no deductibles. Plan is compulsory for all employees hired following April 30, 1978.

**Guaranteed
Work Plan:**

Employees with less than 2 years' service are not covered by the Guaranteed Work Plan. However, an employee who has completed more than 30 days' work but less than 2 years' service, and who has worked some time during a week, is guaranteed the balance of the normal working hours remaining in that week, provided he is available and qualified to do the work assigned (new). This clause is subject to the provision that employees may be laid off out of seniority for a period of 2 working days, provided layoff is not used to schedule short workweeks in periods of low production spans.

Dempster's Bread, Division of Corporate Foods Limited at Toronto - Local 647, Teamsters (Ind.): A 24-month renewal agreement effective from January 1, 1978 to December 31, 1979, covering 280 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/78</u>	<u>Jan. 1/79</u>
	General	28¢	65¢
	Increases		
	Feeder Packer	\$5.69 (\$5.41)	\$6.34
	Electrician	\$7.43 (\$7.15)	\$8.08
Shift Premium:	Effective January 1, 1979, 0-30¢-30¢ (0-22¢-22¢).		
Overtime Pay:	Double time (time and one-half) for all hours worked on a statutory holiday.		
Paid Vacation:	Effective January 1, 1979, 5 weeks after 20 (23) years and 4 weeks after 12 (15) years.		
Health and Welfare:	<u>Life Insurance and A.D. & D.</u> - Effective January 1, 1979, \$8,000 (\$7,000) coverage.		
	<u>Weekly Indemnity Plan</u> - Effective January 1, 1978, maximum benefit is \$150 (\$110) per week. Effective January 1, 1979, maximum increases to \$160.		
	<u>Dental Plan</u> - Effective January 1, 1979, plan provides coverage for dentures.		
Safety Shoe Allowance:	Effective January 1, 1978, employer pays \$80 (\$50) annually.		
Tool Allowance:	Effective January 1, 1978, \$100 (\$85) annually for mechanics and electricians.		

Lancia-Bravo Foods at Toronto - Local P530-2, Foodworkers (AFL-CIO/CLC): A 12-month renewal agreement effective from January 18, 1978 to January 18, 1979, covering 270 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 18/78</u>
	Increase	6%, or a minimum of 29¢
	Light Packer	\$4.16 (\$3.87)
	Licensed Mechanic	\$7.02 (\$6.62)

Paid 4 weeks after 15 (16) years.
Vacations:

Health and Weekly Indemnity Plan - Maximum benefits increase to \$160
Welfare: (\$150) per week, payable on a 1-1-4-20 (1-1-8-20) basis.

Cleaning 85¢ (65¢) per week for the laundering of uniforms.
Allowance:

Safety Shoe \$18 (\$16) per pair per year.
Allowance:

TEXTILE

Patons & Baldwins (Canada) Limited at Toronto - Local 836, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1978 to April 30, 1980, covering 348 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>May 1/78</u>	<u>Apr. 30/79</u>
	General	35¢ for Timeworkers;	35¢ for Timeworkers;
	Increases	8% for Pieceworkers	7½% for Pieceworkers
	Material	\$4.150-\$4.385	\$4.500-\$4.735
	Handler	(\$3.800-\$4.035)	
	Mechanic -	\$5.755-\$5.915	\$6.105-\$6.265
	Machinery	(\$5.405-\$5.565)	
	Maintenance Dept.		

Probationary period is 2 months. Maximum rates for Material Handler are reached after one 1-year increase and, for Mechanic - Machinery Maintenance Dept., after one 2-month increase.

Paid Holidays: Two half-days, one on the day before Christmas Day and one on the day before New Year's Day, are added, for a total of 10 full and 2 half-days (previously, 10 full days).

Vacation Pay: 9% (8%) vacation pay after 15 years' service.

Millhaven Fibres Ltd., Millhaven Works at Ernestown - Local 9-670, Oil, Chemical and Atomic Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from April 1, 1978 to March 31, 1980, covering 750 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	Apr. 1/78	Jan. 1/79	Jan. 1/80
	General Increases	5¢	9%	2%
	Bobbin Recovery Operator	\$5.22 (\$5.17)	\$5.69	\$5.80
	Labourer	\$5.58 (\$5.53)	\$6.08	\$6.20
	Electrician	\$7.25 (\$7.20)	\$7.90	\$8.06
Shift Premium:	Effective January 1, 1979, 0-27¢-35¢ (0-22¢-28¢).			
Sunday Premium:	Effective January 1, 1979, \$1.20 (\$.90).			
Paid Vacation:	Effective in the 1978 vacation year, 4 weeks after 10 (15) years, as negotiated in the previous agreement. Effective January 1, 1979, 5 weeks after 23 (25) years. Effective January 1, 1980, 5 weeks after 20 years.			

Amoco Fabrics Company, a division of Amoco Canada Petroleum Company Limited at Hawkesbury - Local 2-600, Woodworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from December 31, 1977 to December 30, 1979, covering 350 employees, settled at the conciliation officer stage. Duration of negotiations - 6 months.

Wages:	Effective	Dec. 31/77	Dec. 31/78	July 1/79
	General Increases	27¢	33¢	10¢
	Labourer	\$4.40 (\$4.13)	\$4.73	\$4.83
	Electrician Class 1	\$7.04 (\$6.77)	\$7.37	\$7.47
Shift Premium:	Effective May 1, 1978, 0-20¢-25¢ (0-15¢-20¢).			
Paid Holidays:	Effective December 31, 1978, 1 day is added for a total of 12 (11) days.			

Harding Carpets Limited at Collingwood - Local 1857, Clothing and Textile Workers (AFL-CIO/CLC): A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 350 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/78</u>
	General Increase	29¢
	Labour Group 1 (includes General Labour)	\$4.31 (\$4.02)
	Labour Group 13 (includes Electrician)	\$6.05 (\$5.76)
Previous rates reflect a roll-back in the 1976-1977 contract wage rates by the Anti-Inflation Board.		
Shift Premium:	0-16¢-19¢ (0-12¢-17¢).	
Paid Vacation:	3 weeks after 7 (8) years.	
Jury Duty Pay (new):	Employer pays the difference between jury duty pay and regular pay.	
Health and Welfare:	<u>Life Insurance</u> - \$4,500 (\$4,000) coverage.	
	<u>Weekly Indemnity Plan</u> - Benefits increase to \$85 (\$75) and \$90 (\$80) per week, depending on earnings. Payable, as previously, on a 1-4-26 basis.	

Stauffer Chemical Company of Canada, Ltd. (Canadian Vinyl Fabrics, New Toronto Works) - Locals 13286 and 13391, Steelworkers (AFL-CIO/CLC) (production, office, clerical and laboratory employees): Two 24-month renewal agreements effective from February 1, 1978 to January 31, 1980, covering 200 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Feb. 1/78</u>	<u>Feb. 1/79</u>
	General Increases	8%	8%
	<u>Hourly Rates</u>		
	General Labour	\$5.73 (\$5.31)	\$6.19
	Electrician First Class	\$7.56 (\$7.00)	\$8.16
	<u>Monthly Rates</u>		
	Group I (includes Mail Clerk)	\$713-\$737 (\$660-\$682)	\$770-\$796
	Group VI (includes Cost Clerk)	\$1,116-\$1,224 (\$1,033-\$1,133)	\$1,205-\$1,322

Probationary period is 60 consecutive days for production employees and 90 consecutive days for office and clerical employees. Maximum rates for Mail Clerk are reached after one 12-week increase and, for Cost Clerk, after one 12-week, three 26-week and one 14-week increases.

Shift Premium: Effective April 17, 1978, 0-18¢-25¢ (0-16¢-23¢).
Effective February 1, 1979, 0-20¢-27¢.

Health and Welfare: Sick and Accident Insurance Plan - Effective May 1, 1978, the maximum benefit is \$160 (\$135) per week for 26 weeks. Effective February 1, 1979, maximum increases to \$170 per week.

Pension Plan: Effective May 1, 1978, basic final compensation formula changes to the best consecutive 7 (9) out of the last 10 years of employment. Effective February 1, 1979, the best consecutive 6 years out of the last 10 years of employment.

Meal Allowance: Effective April 17, 1978, \$3.00 (\$2.50) after 2 hours of overtime. Effective February 1, 1979, \$3.50.

Safety Shoe Allowance: Employer pays up to \$25.00 towards the cost of one pair of shoes annually (unchanged).

Effective February 1, 1979, employer pays up to \$25.00 towards the cost of a second pair of shoes annually (new).

KNITTING MILLS

Silkknit Limited and Dominion Woollens & Worsteds, Division of Silkknit Limited at Cambridge - Locals 354 and 347, United Textile Workers (AFL-CIO/CLC): Two 24-month renewal agreements effective from January 1, 1978 to December 31, 1979, covering 308 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	Jan. 2/78	Jan. 1/79
General Increases		25¢	25¢
<u>Silkknit Limited</u>			
Winder Tender		\$3.79 (\$3.54)	\$4.04
Kettle Operator		\$4.32 (\$4.07)	\$4.57
<u>Dominion Woollens & Worsteds</u>			
Burler & Mender		\$3.68 (\$3.43)	\$3.93
2nd Class Engineer		\$6.22 (\$5.97)	\$6.47

Paid Holidays: Effective January 1, 1979, 1 additional paid holiday is granted, plus Heritage Day if and when legislated, for a total of 11 (9) days.

Health and Welfare: OHIP - Employer continues to bear the full premium cost, based on the appropriate premium level in effect up to the level reached on January 1, 1979.

CLOTHING

John Rennie Limited at Guelph - Local 740, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from January 1, 1978 to December 31, 1979, covering 293 employees, settled with mediation assistance. Duration of negotiations - 6½ months.

Wages:	Effective	Jan. 1/78	Jan. 1/79
	Increases	18¢-36¢ for Pieceworkers; 21¢-50¢ for Timeworkers	23¢-46¢ for Pieceworkers; 27¢-37¢ for Timeworkers
	Bundle Operator	\$3.32 (\$3.11)	\$3.59
	Receiver	\$3.86 (\$3.61)	\$4.17
	Power Cutter & Spreader	\$4.66 (\$4.36)	\$5.03

Maximum rates only are shown above. Maximum rate for Bundle Operator is reached after one 2-month and four 3-month increases. Maximum rate for Receiver is reached after one 2-month and five 3-month increases. Maximum rate for Power Cutter & Spreader is reached after one 2-month and ten 3-month increases. (Previously, progression through the wage ranges was at the rate of 10¢ per hour every 6 months and also on a merit basis.)

Paid Holidays: Effective January 1, 1979, Boxing Day is added for a total of 10 (9) days.

Paid Vacation: Effective January 1, 1979, 3 weeks after 7 (10) years' service and 4 weeks (new) after 20 years.

Bereavement Leave: Effective January 1, 1978, brother-in-law, sister-in-law and grandparents are included in up to 3 days' paid leave.

Health and Welfare: Life Insurance - Effective January 1, 1979, \$4,000 (\$2,000) coverage.

FURNITURE AND FIXTURE

Toronto Spring Manufacturers - Local 7291, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from April 1, 1978 to March 31, 1980, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	Apr. 1/78	Apr. 1/79
	General Increases	30¢	30¢
	Class I (includes Spring Assembler)	\$4.20 (\$3.90)	\$4.50
	Class IX (Tool Die Maker)	\$6.45 (\$6.15)	\$6.75

Paid Vacation: 3 weeks after 7 (8) years' service and 4 weeks after 16 (17) years.

Health and Welfare: OHIP - Employer pays 100% of May 1, 1978 increase in premium costs.

PRINTING, PUBLISHING AND ALLIED

Council of Printing Industries of Canada on behalf of 31 employers, Toronto and area - Local 28-B, Graphic Arts Union (AFL-CIO/CLC) (bookbinders): A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 775 employees, settled with mediation assistance. Duration of negotiations - 7 months.

Holdback: Pending approval by the Anti-Inflation Board of the increases shown below, Journeyman II will receive an hourly increase of 31¢ and Journeyman I, an hourly increase of 46¢.

Wages:	Effective	<u>Jan. 1/78</u>	<u>Apr. 2/78</u>
--------	-----------	------------------	------------------

Increases:

Student	unchanged	25¢
Journeyman II	42¢	
Journeyman I	60¢	

Apprentices and Assistants receive proportional increases.

Student	\$3.50 (\$3.50)	\$3.75
---------	--------------------	--------

Journeyman II	\$5.82 (\$5.40)
---------------	--------------------

Journeyman I	\$8.55 (\$7.95)
--------------	--------------------

Shift Premium: Effective April 1, 1978, Journeyman II and Assistants, 0-43¢-43¢ (0-33¢-33¢); Journeyman I and Assistants, 0-60¢-60¢ (0-50¢-50¢). (Previously, premiums were set at 15% of day rates, to the maximum shown in the brackets.)

Except for pre-shift and post-shift overtime hours worked, premiums will apply even to those shifts which do not entirely fall within the hours designated for night work, 3:30 p.m. to 7:00 a.m. (new).

Bereavement Leave: 3 (1) days' paid leave for sister, brother, grandmother or grandfather.

Crown Witness Pay (new): Employer makes up the difference between fees received and regular pay.

Leave of Absence for Union Business (new): Unpaid leave may be granted duly authorized union officials, including negotiating committee members, to attend union activities.

Collection of Union Dues (new): If an employer is in default in making payments for more than 30 days, he will be liable for and agrees to pay any ensuing legal, court or other costs incurred in the collection proceedings.

Health and Welfare: Life Insurance - Effective April 1, 1978, \$10,000 (\$5,000) coverage.

A.D. & D. - Effective April 1, 1978, \$8,000 (\$4,000) coverage.

Weekly Indemnity - Effective April 1, 1978, \$175 (\$150) maximum, payable on a 1-4-26 basis. The employer retains any U.I.C. premium reduction forthcoming (new).

Industry-Wide Welfare Plan - Effective April 1, 1978, employer contributes \$1.00 (\$.80) per shift worked, to a maximum of \$5 (\$4) per week per employee.

PRIMARY METAL

Kelsey-Hayes Canada Limited (Eureka Foundry Plant) at Woodstock - Local 636, Auto Workers (CLC): A 36-month renewal agreement effective from February 1, 1978 to January 31, 1981, covering 225 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	Feb. 1/78	Feb. 4/79
COLA Fold-in		\$1.16	
Increases		35¢ for non-incentive employees; 10¢ for incentive employees	22¢ for non-incentive employees; 60¢ for incentive employees
Skilled Trades Adjustment			15¢
Additional Adjustment			8¢ for Mold Hoist Dumper and Charge Payloader Operator; 20¢ for Stationary Engineer; 25¢ for Electrician; 70¢ for Pattern Maker and Pattern Repair; 72¢ for Foundry Maintenance; 80¢ for Maintenance Welder
Foundry Labour		\$6.86-\$6.91 (\$5.35-\$5.40)	\$7.08-\$7.13
Foundry Maintenance		\$7.16-\$7.26 (\$5.65-\$5.75)	\$8.25-\$8.35
Electrician		\$7.99-\$8.09 (\$6.48-\$6.58)	\$8.61-\$8.71

Effective	<u>Feb. 3/80</u>
Increases	22¢ for non-incentive employees; 60¢ for incentive employees

Skilled Trades Adjustment	10¢
---------------------------	-----

Foundry Labour	\$7.30-\$7.35
----------------	---------------

Foundry Maintenance	\$8.57-\$8.67
---------------------	---------------

Electrician	\$8.93-\$9.03
-------------	---------------

Probationary period is 45 days worked. Maximum rates are reached after 90 days.

Cost of Living Allowance: A 5-cent COLA float continues from the previous agreement.

1¢ per hour for each 0.3 (0.4) increase in the Consumer Price Index, where 1971 equals 100. To be adjusted quarterly.

Shift Premium: Effective February 4, 1979, 0-25¢-30¢ (0-20¢-25¢).

Paid Holidays: Effective February 1, 1979, Easter Monday is added for a total of 15 (14) days. Effective February 1, 1980, one additional designated holiday is added for a total of 16 days.

Bereavement Leave: Effective February 1, 1978, 1 day's paid leave for a death in the immediate family outside Canada or the United States is granted (new).

Health and Welfare: Life Insurance - Effective February 1, 1979, \$11,500 (\$10,000).
Effective February 1, 1980, \$13,000.

Life Insurance for Retirees - Effective February 1, 1979, \$2,500 (\$1,500).

A.D. & D. - Effective February 1, 1979, \$5,750 (\$5,000).
Effective February 1, 1980, \$6,500.

Vision Care (new) - Effective February 1, 1979, employer pays 100% of cost of premiums.

Pension Plan: Basic Benefit - Effective May 1, 1978, \$10.00 (\$8.75) per month per year of service. Effective May 1, 1979, \$11.00 per month per year of service.

Pension Benefit - Effective May 1, 1979, \$10.75 (\$10.00) per year of service for employees retiring with benefits commencing on or after May 1, 1978.

Supplementary Benefits - Effective May 1, 1978, \$10.00 (\$8.75) per month per year of service, to a maximum of \$250 (\$218.75). Effective May 1, 1979, \$11.00, to a maximum of \$275 per month.

Past Retirees Benefit - Effective May 1, 1978, an additional 75¢ per year of service. (Previously, 50¢ over 2 years.) Effective May 1, 1979, benefit increases 60¢ per year of service.

Regular Early Retirement - Effective May 1, 1978, early retirement at age 55 (57) after 30 years of service, with reduction factor of 2/3 (1/3) of 1% for each month prior to age 65 (60) and redetermined at age 65 with a reduction of 1/3 of 1%.

Special Early Retirement - Effective May 1, 1978, no reduction in benefits for employees retiring between age 55 and 65 with 10 years of credited service. (Previously, reduction factor to age 62 for early retirement at age 60 after 10 years of service.)

Special Early Allowance - Effective May 1, 1978, \$550 (\$450) per month maximum payment. Effective August 1, 1978, \$625. Effective August 1, 1979, \$650. Effective August 1, 1980, \$700.

Surviving Spouse Benefit - Effective May 1, 1978, 55% (50%) of the retiree's monthly benefit. Reduced by 5% if the difference in age is 5 years (10% if there was no age difference). 0.5% is added or subtracted for each year's difference in age over or under 5 (20) years.

Transition and Bridge Benefits - Effective February 1, 1979, \$200 (\$175) per month. Effective February 1, 1980, \$225.

Moving Allowance: Effective February 1, 1979, \$190 to a maximum of \$815. (Previously, \$170 to a maximum of \$795.)

Safety Shoe Allowance: Employer pays \$20 (\$15) for 1 pair per year.

Anaconda Canada Ltd. at Toronto - Local 399, Auto Workers (CLC) (plant employees)
A 29-month renewal agreement effective from July 1, 1978 to November 30, 1980, covering 625 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages: Effective July 1, 1978, the wage incentive plan will be discontinued. Earnings provided therein will be incorporated into a revamped hourly schedule, resulting in a pay grade increment of 16.5¢ (8.5¢) and various job rate changes. These changes do not affect the skilled trades occupations.

Effective	<u>July 1/78</u>	<u>Dec. 1/78</u>	<u>Dec. 1/79</u>
-----------	------------------	------------------	------------------

Increases:

Production	(see above)	31¢	25¢
Skilled Trades	20¢	31¢	25¢

Production

Pay Grade 1 (Janitor)	\$4.79 (\$4.75)	\$5.10	\$5.35
Pay Grade 15 (Roller)	\$7.10 (\$5.94)	\$7.41	\$7.66

	<u>Skilled Trades</u>	<u>July 1/78</u>	<u>Dec. 1/78</u>	<u>Dec. 1/79</u>
ST-2 (Saw Grinder)		\$6.035-\$6.195 (\$5.835-\$5.995)	\$6.345-\$6.505	\$6.595-\$6.755
ST-7 (Electronic- electrician)		\$6.725-\$6.965 (\$6.525-\$6.765)	\$7.035-\$7.275	\$7.285-\$7.525
Settlement Adjustment:	\$400 for each employee who has completed his probationary period as of the time of ratification, and who is still in the employ of the Company at the time of its sale.			
Cost of Living Allowance:	Float of \$1.15 per hour continues. Formula is inoperative, as previously.			
Health and Welfare:	<u>Dental Plan</u> - Coverage is based on the 1977 (1974) Ontario Dental Association fee schedule.			
Pension Plan:	A new plan will go into effect the first day following sale of the Company. Basic monthly benefits earned per year of service will be in accordance with the dual schedule below. <u>Time Worked Under the Old Plan</u> - \$11 per month per year of service for each of the first 15 years, \$12.50 for each of the next 15 years and \$14 for each year of service over 30 (unchanged). <u>Time Worked Under the New Plan</u> - \$7 per month per year of service for retirements occurring before December 1, 1978, \$8 for retirements occurring between December 1, 1978 and November 30, 1979 and \$9 for retirements occurring December 1, 1979 and thereafter.			

METAL FABRICATING

Crane Canada Limited at Brantford - Local 7480, Steelworkers (AFL-CIO/CLC):
A 12-month renewal agreement effective from October 1, 1977 to September 30, 1978, covering 200 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Oct. 1/77</u>
	General Increase	32¢
	Assembler	\$4.80 (\$4.48)
	Electrician	\$7.85 (\$7.53)

Health and Welfare: Employer contributes 40¢ (37¢) per hour.

MACHINERY

Canadian Blower/Canada Pumps Limited at Kitchener - Local 3534, Steelworkers (AFL-CIO/CLC): A 12-month renewal agreement effective from April 16, 1978 to April 15, 1979, covering 218 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Apr. 16/78</u>
	General Increase	40¢
	Job Class Increment	13.5¢ (13.0¢)
	Job Class 3 (includes Material Handler)	\$6.28 (\$5.87)
	Job Class 18 (includes Toolmaker)	\$8.305 (\$7.820)
Shift Premium:	0-30¢-30¢ (0-28¢-28¢).	
Paid Vacation:	4 weeks after 14 (15) years. Vacation bonus is \$25 (\$20) per week.	
Health and Welfare:	<u>Life Insurance</u> - \$10,000 (\$8,000).	
	<u>Life Insurance for Retirees</u> - \$1,750 (\$1,500).	
	<u>A.D. & D.</u> - \$10,000 (\$9,000).	
	<u>Dental Plan</u> - Coverage is based on the 1977 (1976) Ontario Dental Association schedule of fees.	
Pension Plan:	<u>Basic Benefit</u> - \$9 (\$8) per month per year of service.	
	<u>Survivor Benefit</u> - Reduced pension benefits are available to the survivor if employee is over 60 years old. (Previously, a lump sum payment equivalent to employee's contribution to fund was paid.)	
Safety Shoe Allowance:	Employer pays 50% of the cost of safety shoes, with a minimum payment of \$22 (\$18) annually.	

TRANSPORTATION EQUIPMENT

Gabriel of Canada Ltd. at Mississauga - Local 1295, Machinists (AFL-CIO/CLC) (plant employees): A 24-month renewal agreement effective from February 6, 1978 to February 5, 1980, covering 510 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	<u>Feb. 6/78</u>	<u>Feb. 6/79</u>
	General Increases	6%	6%
	General Helper	\$5.29-\$5.57 (\$4.99-\$5.25)	\$5.61-\$5.90
	Toolmaker	\$7.24-\$7.80 (\$6.83-\$7.36)	\$7.67-\$8.27
Cost of Living Allowance:	1¢ for each .4 point change in the Consumer Price Index, where 1971 equals 100 and the CPI for February 1979 is the base Index. Quarterly calculations begin in May 1979, with total adjustments for the contract period capped at 12¢ per hour. (Previously, 1¢ for each completed .4 increase in the CPI, where 1961 equals 100. To be adjusted quarterly. Capped at 12¢ per hour per contract year. Provision was inoperative during the term of the 1976-1978 contract.)		

Paid Vacation: Effective in 1978, 3 weeks after 6 (7) years' service and 4 weeks after 17 (18) years.

Effective in 1979, 4 weeks after 16 years.

Health and Welfare: Life Insurance - \$11,000 (\$10,000) coverage.

Major Medical - \$5/\$10 (previously, \$10/\$20) deductible.

Dental Plan (new) - Effective February 6, 1979, employer pays 100% of premium costs for basic preventive coverage.

ELECTRICAL PRODUCTS

Canada Wire and Cable Limited at Simcoe - Local 6187, Steelworkers (AFL-CIO/CLC) (hourly-rated employees): A 24-month renewal agreement effective from February 20, 1978 to February 19, 1980, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Feb. 20/78</u>	<u>Feb. 20/79</u>
	Increases	6½% for Tradesmen; 35¢ for other employees	4% for Tradesmen; 23¢ for other employees
	Floorworker	\$5.14-\$5.29 (\$4.79-\$4.94)	\$5.37-\$5.52
	Industrial Electrician	\$6.88-\$7.03 (\$6.45-\$6.60)	\$7.14-\$7.31

Previous rates reflect a rollback by the Anti-Inflation Board.

Probationary period is 50 days worked. Maximum rates are reached after three 50-working day increases of 5¢ each.

Cost of Living Allowance: Effective in February 1979 (previously, February 1977), 1.0% per hour worked per 1.0% increase in the Consumer Price Index following a 6.0% (previously, an 8.0%) increase over the January 1978 (previously, January 1976) Index. 1971 equals 100. Allowance payable is calculated as a percentage of the average hourly wage. (Previously, it was calculated as a percentage of the maximum job rate for Labour Grade 7.)

Health and Welfare: Life Insurance and A.D. & D. - Effective February 1, 1979, \$10,000 coverage. (Previously, coverage was \$7,000 for Life Insurance and \$4,000 for A.D. & D.)

Safety Shoe Allowance (new): Effective April 1, 1978, employer contributes \$15 towards the cost of safety shoes.

Crouse-Hinds Canada Limited at Toronto - Local 124, Auto Workers (CLC): A 12-month renewal agreement effective from March 13, 1978 to March 12, 1979, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Mar. 13/78</u>
	General Increase	29¢

Mar. 13/78

Machine Operator	\$4.99-\$5.24 (\$4.70-\$4.95)
Tool Die and Pattern Maker	\$7.47-\$7.87 (\$7.18-\$7.58)

Probationary period is 40 worked days. Maximum rates are reached on merit.

Cost of Living Provision: Suspended, as in the previous contract.

Paid Holidays: 1 floating day is added, for a total of 12 (11) days.

Health and Welfare: Weekly Indemnity Plan - Benefits increase to \$130 (\$100) per week, payable, as previously, on a 1-1-4-26 basis.

Safety Shoe Allowance: Employer pays 75% (50%) of cost of safety boots for Foundry Melting Platform employees. For Machine Shop employees, employer contributes \$12 (new) annually towards the cost of safety boots.

NON-METALLIC MINERAL PRODUCTS

Duplate Canada Ltd. at Hawkesbury and Oshawa - Locals 222 and 1661, Auto Workers (CLC) (hourly-rated employees): A 36-month renewal agreement effective from April 1, 1978 to March 31, 1981, covering 750 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Apr. 1/78</u>	<u>Apr. 1/79</u>	<u>Apr. 1/80</u>
	COLA Fold-in	\$1.34		
	General Increases	27¢	21¢	22¢
	Skilled Trades Adjustments	13¢	4¢	3¢
	General Labourer	\$7.17 (\$5.56)	\$7.38	\$7.60
	Tool Maker	\$8.77 (\$7.03)	\$9.02	\$9.27

Cost of Living Allowance: 1¢ for each .3 change in the Consumer Price Index, where 1971 equals 100. Calculated quarterly throughout. (Previously, 1¢ per .35 change, where 1961 equals 100.)

The previous formula generated an allowance of \$1.39. \$1.34 has been incorporated into the wage structure. The remaining 5¢ is left as a float.

Health and Welfare: Life Insurance - Effective April 1, 1978, \$11,000 (\$10,000) coverage.

Life Insurance for Retirees - Effective for employees re-tiring on or after April 1, 1978, \$3,000 (\$2,500) coverage.

A.D. & D. - Effective April 1, 1978, \$5,500 (\$5,000) coverage.

Sickness and Accident - Effective April 1, 1978, \$140 (\$110) per week. Effective April 1, 1979, \$150 per week. Effective April 1, 1980, \$160 per week.

Long Term Disability - Effective April 1, 1978, \$500 per month for employees with less than 10 years of service and \$560 per month for employees with 10 or more years of service. (Previously, \$425 per month for all eligible employees.) Effective April 1, 1979, \$525 and \$585 per month, respectively. Effective April 1, 1980, \$550 and \$610 per month, respectively.

Dental Plan - Co-insurance improves to 90%/10% (previously, 85%/15%). Orthodontic coverage is updated to \$650 (\$500) in a lifetime.

Effective June 1, 1978, dental benefits cover present and future retirees (new).

Effective April 1, 1978, payments are based on the 1976 (1973) Ontario Dental Association fee schedule. Effective April 1, 1979, 1977 fee schedule. Effective April 1, 1980, 1978 fee schedule.

Vision Care, Hearing Aids and Prosthetic Appliances and Durable Medical Equipment (new) - A plan similar to the plan in the 'Big Three' auto agreements is to be introduced April 1, 1979.

Pension Plan:

Basic Monthly Benefit per Year of Service - For retirements on or after April 1, 1978, \$9.75 (\$9.50). For retirements on or after April 1, 1979, \$10.00. For retirements on or after April 1, 1980, \$10.50.

Supplemental Monthly Benefit Per Year of Service (To a Maximum of 25 Years) - For retirements on or after April 1, 1978, \$9.75 (\$9.50). For retirements on or after April 1, 1979, \$10.00. For retirements on or after April 1, 1980, \$10.50.

Corresponding amounts of supplements for post-statutory benefit age are \$8.25 (\$8.00), \$8.50 and \$8.75. Supplements are reduced by the amount of any applicable statutory benefits received.

Increases Per Month Per Year of Service For Present Retirees:

<u>Retirement Period</u>	<u>Apr. 1/78</u>	<u>Apr. 1/79</u>	<u>Apr. 1/80</u>
Before Oct. 1/73	75¢	25¢	25¢
Oct. 1/73 to Sept. 30/74	50¢	25¢	25¢
Oct. 1/74 to Sept. 30/76	25¢	25¢	-
Oct. 1/76 to Mar. 31/78	-	25¢	-

Early Retirement - At age 55 (58) after 30 years of service, with no actuarial reduction in benefits.

Special Early Retirement Allowance (new) - Employees retiring with at least 30 years' service, and 55 years of age, receive an allowance sufficient to provide a minimum total pension benefit of \$575 per month for employees retiring on or after April 1, 1978, \$600 per month for employees retiring on or after April 1, 1979, and \$625 per month for employees retiring on or after April 1, 1980.

Allowable Earnings - Employees retiring under the non-actuarially reduced provision are entitled to earn up to \$3,600 (\$2,400) per year from outside sources without offsetting reductions to pension benefits.

Surviving Spouse Bridge Benefit - Effective April 1, 1978, \$225 to \$250 (\$175 to \$200) per month less any applicable statutory offsets, but not to be reduced below \$175 per month. (Previously, there was no limit to the amount of reductions made as a result of statutory benefits received.) Eligibility age for spouse is reduced to 45 (48) years.

Surviving Spouse Transition Benefit - Effective April 1, 1978, \$225 to \$250 (\$175 to \$200) per month less any applicable statutory offsets, but not to be reduced below \$175 (\$150) per month.

Supplemental
Unemployment
Benefit Plan:

Maximum Weekly Benefit - Effective April 1, 1978, \$200 (160). Effective April 1, 1979, \$210. Effective April 1, 1980, \$220.

Special Weekly Benefit - Effective April 1, 1978, \$140 (\$100). Effective April 1, 1979, \$150. Effective April 1, 1980, \$160.

Automatic Short Workweek Benefit - Effective, April 1, 1978, \$5.00 (\$3.75) per hour, times number of hours that 40 exceeds the available hours of work.

Relocation Allowance - Effective April 1, 1978, varies by miles between plants, ranging from \$385 to \$650 (previously, \$220 to \$475) for single employees, and from \$865 to \$1,355 (\$570 to \$1,020) for married employees.

MISCELLANEOUS MANUFACTURING

Kodak Canada Ltd. at Mount Dennis and Brampton - Employees' Association (Ind.) (production and distribution employees): A 30-month first agreement effective from May 1, 1978 to November 6, 1980, covering 1,250 employees, settled at the bargaining stage. Duration of negotiations - 2 months.*

*Employees were represented under the previous agreement by the International Chemical Workers' Union, which gave notice in August 1976 to negotiate a renewal agreement to replace the agreement scheduled to expire November 6, 1976. During the course of negotiations, the bargaining unit underwent two union representation changes. In January 1977 the Steelworkers replaced the Chemical Workers, and in March 1978 an independent employee association (as indicated above) replaced the Steelworkers.

Wages:

During the course of negotiations, the employer adjusted the wage schedule on two occasions. In April 1977, the 23¢ per hour cost of living allowance generated under the expired agreement was incorporated into the rate structure. At the same time, increases ranging from 39¢ to 64¢ per hour were implemented. In November 1977, further increases ranging from 34¢ to 57¢ per hour were implemented. The rates shown below in brackets reflect these adjustments.

Effective	<u>Nov. 5/78</u>	<u>Nov. 4/79</u>
Increases	46¢-79¢	44¢-74¢
Building Serviceman	\$6.48-\$6.74 ((\$6.00-\$6.24)	\$6.93-\$7.21
Tradesman (includes Electrician)	\$9.08-\$9.45 ((\$8.41-\$8.75)	\$9.72-\$10.11

Cost of Living Provision: Discontinued.

Shift Premium: Night work allowance is 50¢ per hour for all hours worked between 7 p.m. and 7 a.m.. (Previously, 0-25¢-30¢.)

Emergency Recall: Minimum of 5 (4) hours' pay.

Paid Holidays: Effective November 5, 1978, 1 floating holiday is added for a total of 12 (11) days.

Paid Vacation: Effective in 1979, 6 weeks after 35 (40) years.

Jury Duty: Employees are no longer required to reimburse the employer for any court fees received (new).

Meal Allowance: \$3.00 (\$2.50).

Safety Shoe Allowance: \$28 (\$22) for the first pair. \$14 per year maintenance allowance (new). Provision applies to designated employees.

Tool Allowance (new): \$25 per year for employees in designated jobs.

MINES

Cliffs of Canada Ltd. (Adams Mine at Kirkland Lake and Sherman Mine at Temagami)
- Locals 6409 and 6986, Steelworkers (AFL-CIO/CLC) (2 bargaining units at Adams Mine - production/maintenance and office/clerical/technical; 1 bargaining unit at Sherman Mine - production/main-
tenance): Three 12-month renewal agreements effective from
March 1, 1978 to February 28, 1979, covering a total of 755
employees, settled at the bargaining stage. Duration of
negotiations - 4 months.

Wages: Effective Mar. 1/78
 General Increases:
 Hourly Schedule 33¢ per hour
 Salary Schedule \$13.20 per week

Hourly Rates

Job Class 2 (includes Labourer)	\$5.44 (\$5.11)
Job Class 18 (includes Industrial Electrician)	\$7.28 (\$6.95)

	<u>Salary Rates</u>	<u>Mar. 1/78</u>
	Job Class 2 (includes Clerk Typist)	\$226.76 (\$213.56)
	Job Class 14	\$346.76 (\$333.56)
Cost of Living Allowance:	The \$1.14 allowance generated under the previous agreement will continue to be paid as a float.	
	The potential net effect of the formula is to remain unchanged from the previous agreement, which provided for quarterly adjustments of 1¢ for each .35 point change in the Consumer Price Index, where 1961 equals 100. Quarterly adjustments will continue throughout this agreement and the formula will be converted at some point to 1971 equals 100, with corresponding adjustments of 1¢ for each .26 point change in the CPI.	
Bereavement Leave:	5 consecutive calendar days (3 consecutive work days) in the event of the death of a spouse or child.	
Health and Welfare:	<u>Life Insurance and A.D. & D.</u> - Effective January 1, 1979, \$12,000 (\$9,000) coverage.	
	<u>Life Insurance for Retirees (new)</u> - \$2,000 coverage for employees retiring on or after January 1, 1979.	
Pension Plan:	<u>Basic Benefit</u> - For retirements on or after January 1, 1979, \$10 (\$8) per month per year of service.	
	<u>Surviving Spouse Benefit</u> - For new entitlements on or after January 1, 1979, the greater of 50% of the benefit the employee would have received had he retired on the date of his death, or \$60 per month. (Previously, no \$60 per month option.)	
Severance Allowance:	<u>Service</u>	<u>Benefit</u>
	4-6 years (unchanged)	4 weeks' pay
	6-8 years (6-10 years)	6 weeks' pay
	8-10 years (10 years or more)	8 weeks' pay
	10 years or more	10 weeks' pay
Prescription Safety Glasses (new):	The employer pays for the first pair as well as for replacements - once a year for prescription changes, and as required when damaged at work.	
Safety Apparel Allowance (new)	\$40 per year per employee with 1 or more years of service for safety apparel not presently furnished by the employer.	

TRANSPORTATION

General Aviation Services Limited at Toronto - Local 2413, Machinists (AFL-CIO/CLC): A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 300 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/78</u>
	General Increase	5%
	Passenger Agent	\$3.99-\$7.38 (\$3.80-\$7.03)
	Licensed Mechanic	\$6.79-\$8.81 (\$6.47-\$8.39)

The previous contract was extended 7 months to expire on December 31, 1977. The 14.51% in total compensation negotiated before the extension was rolled back by the Anti-Inflation Board to 12%. Following the extension, wages for the 24-month agreement were adjusted to provide a 12% increase in 1976 and a 9% increase in 1977.

Probationary period is 65 working days. Maximum rates for Passenger Agent are reached after two 3-month and six 6-month increases and, for Licensed Mechanics, after three annual increases.

Canadian Pacific Express Ltd., Atlantic, Eastern and Western Regions - Railway Clerks (AFL-CIO/CLC) (warehousemen, drivers, mechanics, clerks, etc.): A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 2,935 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Jan. 1/78</u>
	General Increase	6%
	<u>Weekly Rates</u>	
	Clerical (A-1)	\$164.77 (\$155.44)
	Truck Tractor Repair (J-1)	\$261.70 (\$246.89)
	Mechanic (L-2)	\$291.37 (\$274.88)
	<u>Hourly Rates (Toronto)</u>	
	Warehouseman - Vehicleman (Tractor-Trailer)	\$6.939 (\$6.546)
	Warehouseman - Vehicleman	\$6.908 (\$6.517)

Cost of Living Provision: Discontinued.

Health and Welfare: Life Insurance for Retirees - Effective January 1, 1978, \$2,000 (\$1,000) for employees retiring at age 60 or over with a minimum of 10 years' service. Employer continues to pay cost.

Weekly Indemnity - Effective January 1, 1978, maximum payment increases to \$160 (\$147) per week to conform to U.I.C. benefits.

Pension Plan: Effective January 1, 1978, improved pensions for pre-1973 pensioners or their survivors. An amount equal to 2/10ths of 1% of the 1977 gross payroll will be made available for the purpose of adjustments.

Automobile Allowance: Effective April 1, 1978, 18¢ (15¢) per mile.

The Railway Association of Canada, Canadian National Railways, Canadian Pacific Ltd. and other railways, system-wide - Associated Railway Unions (17 Unions - CLC, AFL-CIO/CLC and Ind.): 12-month renewal agreements effective from January 1, 1978 to December 31, 1978 (March 1, 1978 to February 28, 1979 for Canadian Pacific - United Transportation Union (E)), covering 90,000 employees, settled with mediation assistance. Duration of negotiations - 7 months.

The Anti-Inflation Board has approved the following increases:

Wages:	Effective	<u>Jan. 1/78*</u>
	General Increase	6%
	<u>Hourly Rates</u>	
	Helper	\$5.831 (\$5.501)
	Machinist	\$7.154 (\$6.749)
	Section Man	\$5.373-\$5.521
	1st Class Yard	(\$5.069-\$5.209)
	Welder	\$6.526-\$7.188 (\$6.157-\$6.781)

*In the case of Canadian Pacific employees represented by the United Transportation Union (E), the effective date of the wage increase is March 1, 1978.

Weekly Rates - Canadian National Railways

Clerk Level A	\$150.02 (\$141.53)
Clerk Level J	\$290.59 (\$274.14)

Weekly Rates - CP Rail

Level A-1	\$152.18 (\$143.57)
Level 5	\$326.25 (\$307.78)

Cost of Living Provision: Deleted. No COLA was generated under the previous agreement.

Contracting
Out:

The parties agree to amend the Contracting-Out Letter (Appendix "B" to the Agreement) to the effect that, if an employee is unable to hold work as a result of contracting out, the Union may process a grievance if it feels that the Company has not lived up to the contracting-out criteria specified in the letter.

Health and
Welfare:

Life Insurance for Retirees - Effective January 1, 1978, \$3,368 (\$1,000) for employees retiring at age 60 or over with a minimum of 10 years' service. Employer continues to pay cost.

Weekly Indemnity - Effective January 1, 1978, maximum payment increases to \$160 (\$147) per week, to conform to U.I.C. benefits.

Pension Plan:

Effective January 1, 1978, pensions improve for pre-1973 pensioners or their survivors. An amount equal to 2/10ths of 1% of the 1977 gross payroll will be made available for the purpose of adjustments.

Automobile
Allowance:

Effective March 1, 1978, 18¢ (15¢) per mile.

Railways Involved

Canadian National Railways
Canadian Pacific Ltd.
Dominion Atlantic Railway Company
Northern Alberta Railways Company
Ontario Northland Railway
Quebec Central Railway Company
Algoma Central Railway
Toronto, Hamilton and Buffalo Railway Company
Esquimalt and Nanaimo Railway
Toronto Terminals Railway Company
Shawinigan Falls Terminal Railway Company
Grand River Railway Company
Lake Erie & Northern Railway Company

Unions Involved

Brotherhood of Railway, Airline and Steamship Clerks,
Freight Handlers, Express and Station Employees

Brotherhood of Railway Signalmen

United Telegraph Workers

Canadian Brotherhood of Railway, Transport and General
Workers

Brotherhood of Sleeping Car Porters, Train, Chair Car,
Coach Porters and Attendants

Brotherhood of Maintenance of Way Employees

Canadian Merchant Service Guild

Brotherhood of Locomotive Engineers

United Transportation Union (T)

United Transportation Union (E)

Railway Employees' Department, Division No. 4,
representing:

Brotherhood of Railway Carmen of the United States
and Canada

International Association of Machinists and
Aerospace Workers

International Brotherhood of Boilermakers, Iron
Ship Builders, Blacksmiths, Forgers and Helpers

International Brotherhood of Electrical Workers

International Molders and Allied Workers Union

United Association of Journeymen and Apprentices
of the Plumbing and Pipefitting Industry of the
United States and Canada

Sheet Metal Workers International Association

International Brotherhood of Firemen and Oilers, Power
Plant Operators, Helpers, Roundhouse and Railway shop
Employees

Hamilton Street Railway Company - Division 107, Transit Union (AFL-CIO/CLC)

(hourly-rated employees): A 24-month renewal agreement
effective from April 1, 1978 to March 31, 1980, covering
645 employees, settled with mediation assistance. Duration
of negotiations - 4 months.

Wages:	Effective	Apr. 1/78	Jan. 7/79
	COLA Fold-in	2¢	
	Increases	3.5%, on the average	2.9%, on the average
	Job Group 1 (includes Janitor)	\$5.54-\$6.58 (\$5.33-\$6.22)	\$5.70-\$6.65
	Job Group 5 (includes Operator)	\$6.49-\$7.59 (\$6.25-\$7.31)	\$6.68-\$7.81
	Job Group 9 (includes Auto Mechanic)	\$7.06-\$8.27 (\$6.80-\$7.96)	\$7.26-\$8.51
Cost of Living Allowance:	1¢ for each .25 increase in the Consumer Price Index beyond 173.7, where 1971 equals 100. The first determination is to be made January 1979. Quarterly thereafter. (Previously, 1¢ for each .3 increase in the CPI beyond a 6% rise.)		
Shift Premium:	Effective January 7, 1979, 0-16¢-22¢ (0-15¢-20¢). Applies to maintenance employees only.		
Spread Premium on Spare Board Work:	Effective January 7, 1979, tenth to eleventh hour worked - time and one-quarter (time and one-eighth. For work after the eleventh hour - time and one-half. (Previously, eleventh to twelfth hour - time and one-quarter. Twelfth hour on - time and one-half.)		

Acting Pay:	Effective January 7, 1979, 45¢ (42¢) per hour for any hourly-rated employee temporarily replacing a foreman or inspector.
Bonus for Trainers:	Effective January 7, 1979, 38¢ (35¢) per hour for Operators in charge of designated trainees.
Paid Vacation:	Effective in 1979, 4 weeks after 11 (12) years, 5 weeks after 18 (19) years, and 6 weeks after 26 (27) years. Effective in 1980, 3 weeks after 4 (5) years.
Bereavement Leave:	3 days (1 day) of paid leave even if unable to attend the funeral of a parent in Europe.
Health and Welfare:	<u>Life Insurance</u> - Effective January 7, 1979, employer pays premium for first \$3,000 (\$2,000) of coverage for all employees with 2 or more years of service. Successive added coverage of \$3,000 (\$2,000) per year after the third, fourth, fifth, and sixth years of service is purchased on a shared basis. <u>Sick Pay Indemnity and LTD Plan</u> - U.I.C. integrated plan continues to follow U.I.C. maximum, currently at \$160 per week, with monthly benefits of \$599 payable after the 40th week of disability. (Previously, \$147 per week and \$550 per month.)
Safety Boot Allowance:	\$15.50 (\$12.50) per year to designated employees with at least 9 months of work in the current calendar year.

ELECTRIC POWER, GAS AND WATER UTILITIES

The Toronto Electric Commissioners and Toronto Hydro-Electric System - Local 1, Canadian Union of Public Employees (CLC) (hourly-rated, clerical and technical employees): Two 24-month renewal agreements effective from February 1, 1978 to January 31, 1980, covering a total of 850 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

AIB Roll-back/
Previous Agreement:

The previous agreement originally provided for a general wage increase of 8%. In compliance with Anti-Inflation Board rulings, the actual increase implemented was 4.9%. Rates shown below in brackets reflect this lesser increase.

Wages:	Effective	Feb. 1/78	Jan. 7/79	Feb. 1/79
General Increases		4%	2.6%	8%
Labourer		\$7.14-\$7.32 (\$6.87-\$7.04)	\$7.33-\$7.51	\$7.92-\$8.11
Journeyman "A"		\$9.63 (\$9.26)	\$9.88	\$10.67
<u>Weekly Rates</u>				
Clerk Grade 1 (35-hour week)		\$172.50-\$252.65 (\$165.85-\$242.95)	\$177.00-\$259.20	\$191.15-\$279.95
Meter Reader (40-hour week)		\$296.85-\$319.95 (\$285.45-\$307.65)	\$304.55-\$328.28	\$328.90-\$354.50

Feb. 1/78

Jan. 7/79

Feb. 1/79

Technical	\$389.45-\$447.80	\$399.60-\$459.45	\$431.55-\$496.20
Assistant	(\$374.45-\$430.60)		
Grade 4			
(35-hour week)			

Cost of Living Allowance: A 1% adjustment for each 1% that the Consumer Price Index exceeds an 8% rise during the second year of the agreement. 1971 equals 100. (The previous formula with a "trigger point" of 9½%, using 1961=100, did not generate an allowance.)

Shift Premium: Hourly-Rated Employees - Effective February 1, 1979, 6% of hourly rate for all applicable hours worked. (1-step differential for shift work on weekdays and a 2-step differential for shift work on weekends.)

Salaried Employees - Effective February 1, 1979, 0-25¢-30¢ (0-20¢-24¢). 30¢ (24¢) for all hours worked between midnight Friday and midnight Sunday. A limited number of designated employees will receive premiums on the same basis as the hourly-rated employees.

Standby Pay: Hourly-Rated Employees - Effective February 1, 1979, 4 hours of pay at straight-time rates for a 2-day period and 6 hours for a 3-day period. (Previously, \$30 for a 2-day period and \$45 for a 3-day period.)

Salaried Employees - Effective February 1, 1979, ½ day at straight-time rates for a 2-day period and ¾ of a day for a 3-day period. (Previously, \$30 for a 2-day period and \$45 for a 3-day period.)

Paid Holidays: A personal floating holiday is added for a total of 12 (11) days. Provision to include Heritage Day if proclaimed as a statutory holiday by the Government also continues.

Paid Vacation: Effective February 1, 1979, 3 weeks after 3 (4) years, 4 weeks after 10 (12) years and 5 weeks after 20 (23) years.

Bereavement Leave: Grandchild is added for 1 day's paid leave.

Meal Allowance: Effective April 24, 1978, \$4.50 (\$4.00).

Mileage Allowance: Effective February 1, 1979, 23¢ (21¢) per mile.

Safety Footwear: Hourly-Rated Employees - Effective April 24, 1978, maximum is \$50 (\$40) per year for designated employees. All others - maximum is \$40 (\$30) per year.

Salaried Employees - Effective April 24, 1978, maximum is \$40 (\$30) per year for designated employees.

EDUCATION AND RELATED SERVICES

Halton Roman Catholic Separate School Board - Halton Unit, Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 360 employees, settled with mediation assistance. Duration of negotiations - 10 months.

Wages:	Effective	<u>Sept. 1/77</u>
	Increase	6.9%, on the average
	Teacher - Level 1 0-5 years	\$8,995-\$12,690 (\$8,299-\$11,799)
	Teacher - Level 7 0-12 years	\$15,260-\$26,024 (\$14,237-\$24,437)
Health and Welfare:	<u>Life Insurance</u> - \$20,000 (\$15,000) coverage.	
	<u>Dental Plan</u> - Employer pays 75% (50%) of cost of premiums.	
Responsibility Allowances:	<u>Vice-Principal and Consultant</u> - \$2,800 (\$2,600) per year.	

Huron County Board of Education - District 45, Ontario Secondary School Teachers' Federation (OTF): Two 12-month renewal agreements effective from September 1, 1977 to August 31, 1978 and from September 1, 1978 to August 31, 1979. The agreements cover 273 employees and were settled during a work stoppage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Sept. 1/77</u> (First Agreement)	<u>Sept. 1/78</u> (Second Agreement)
	Increases	7.48%, on the average	To be established.*
	Teacher-Category I 0-10 years	\$11,500-\$20,000 (\$10,400-\$18,400)	
	Teacher-Category IV 0-10 years	\$13,550-\$25,550 (\$12,400-\$23,800)	
	Principal - Type A Qualifications	\$33,200-\$35,800 (\$30,940-\$33,320)	
	*Note: Wages and several other clauses in the second agreement will be established by an Arbitration Board.		

Cost of Living Allowance: Discontinued.

Leeds and Grenville County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 535 employees, settled with mediation assistance. Duration of negotiations - 12 months.

Wages:	Effective	<u>Sept. 1/77</u>
	<u>Annual Rates</u>	
	Teacher - Level 1 0-5 years	\$9,711-\$13,357 (\$9,174-\$12,619)

Sept. 1/77

Teacher - Level 4	\$11,762-\$20,544
0-11 years	(\$11,112-\$19,409)
Teacher - Level 7	\$14,550-\$26,165
0-14 years	(\$13,746-\$24,719)

Principal

"A" Schools
(1-7 teaching units)

Level 3	\$19,622-\$22,433
0-4 years	(\$18,538-\$21,193)

Level 4	\$24,514-\$27,944
0-5 years	(\$23,159-\$26,400)

"B" Schools
(8-15 teaching units)
0-7 years

\$24,514-\$29,003
(\$23,159-\$27,400)

"C" Schools
(16 or more teaching units)
0-9 years

\$24,863-\$31,120
(\$23,489-\$29,400)

Previous rates reflect a rollback by the Anti-Inflation Board.

Adoption Leave (new):	Employees with at least 1 year of service are eligible for unpaid leave up to a maximum of 2 years, with the employee retaining all benefits accrued to the commencement of the leave.
Bereavement Leave:	1 day's paid funeral leave is granted for a brother-in-law and sister-in-law (new).
Health and Welfare:	Effective February 1, 1978, the employer pays 80% (75%) of the premium cost for OHIP, Major Medical coverage, Blue Cross Semi-private coverage and the Dental Plan.
Transportation Allowance:	21¢ (19¢) per mile for the first 5,000 miles, 15¢ (14¢) for the next 10,000 miles and 14¢ (12¢) for any miles in excess of 15,000.
Courses Taken at Teacher Request (new):	Any teacher may petition the Board through the administration to have course expenses paid by the Board.

London City Board of Education - Local 190, Canadian Union of Public Employees (CLC) (full and part-time employees): Two 12-month renewal agreements effective from March 1, 1978 to February 28, 1979, covering 350 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	Mar. 1/78
	General Increase	32¢
	Custodian Grade II (Light Duty)	\$5.19 (\$4.87)
	Custodian Grade V	\$7.27 (\$6.95)

Shift Premium: 0-20¢-20¢ (0-15¢-15¢).

Health and Welfare: Long Term Disability Plan (new) - Employer pays 80% of cost of premiums for a plan which provides 75% of earnings after 365 days of disability.

Renfrew County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 392 employees, settled through post mediation bargaining. Duration of negotiations - 11½ months.

Wages:	Effective	<u>Sept. 1/77</u>
	General Increase	6%
	Teacher D	\$9,240-\$11,961
	0-5 years	(\$8,717-\$11,284)
	Teacher A4	\$14,633-\$26,451
	0-12 years	(\$13,805-\$24,954)

Responsibility Allowances: Vice-Principals and Consultants - \$2,335. Prorated for part-time Consultants. (Previously, \$140 for each 25 pupils of actual equivalent full-time enrolment or part thereof, to a maximum of \$2,200.)

Renfrew County Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (OTF): A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 340 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Sept. 1/78</u>
	General Increase	\$300
	Teacher D	\$9,537-\$12,914
	0-6 years	(\$9,237-\$12,614)
	Teacher A4	\$14,936-\$26,752
	0-14 years	(\$14,636-\$26,452)

Cost of Living Allowance: COLA payment equals the rise in the Consumer Price Index above the August 1978 Index base, where 1971 equals 100. Calculated on a monthly basis, to a maximum of .75% of monthly salary and payable semi-annually. (The previous formula had an August 1977 base, triggered at 6.75%, and paid on a quarterly basis. Total payout was capped at 1% of gross annual earnings.)

Responsibility Allowance: In a school where there is no Vice-Principal, the teacher designated to exercise the Principal's authority in his absence receives a minimum payment of \$50. (Previously, no minimum.)

York University at Downsview - Local 1356, Canadian Union of Public Employees (CLC) (maintenance, services and plant operations): A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 240 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/78</u>
	General Increase	4%
	Cleaner I	\$4.95 (\$4.76)
	Trades III (includes Electrician)	\$9.21 (\$8.86)
Shift Premium:	0-25¢-25¢. (Previously, shift premium for Cleaners I and II working the night shift was set out in specific wage rates.)	

HEALTH AND WELFARE SERVICES

North York General Hospital - Local 6, Ontario Nurses' Association (Ind.) (nurses, full and part-time): Two 5½-month renewal agreements effective from April 18, 1978 to September 30, 1978, with wage increases retroactive to October 1, 1976, covering a total of 515 nurses (355 full-time and 160 part-time), settled at the post conciliation bargaining stage. Duration of negotiations - 22 months.

Holdback: Pending AIB approval of the increases shown below, the employer will implement an interim adjustment of \$70 per month retroactive to October 1, 1976, and \$50 per month retroactive to October 1, 1977.

Wages:	Effective	<u>Oct. 1/76</u>	<u>Oct. 1/77</u>
	General Increases	\$93 per month	\$75 per month
	Adjustments (see "Differential" below)		
	<u>Full-time</u> (monthly rates)		
	Group 2 Nurse (RN) 0-7 years	\$1,208-\$1,408 (\$1,115-\$1,315)	\$1,283-\$1,483
	Group 3 Nurse (Team Leader) 0-7 years	\$1,233-\$1,439 (\$1,138-\$1,344)	\$1,310-\$1,516
	<u>Part-time</u> (tour rates)*		
	Registered Nurse	\$55.75-\$64.98 (\$51.46-\$60.69)	\$59.22-\$68.45

*Rates shown are exclusive of a 10% add-on in lieu of fringe benefits (unchanged).

Differential - In addition to the general increases shown, rates for Assistant Unit Administrators and for Group 3 Nurses will be adjusted upwards by amounts sufficient to maintain the prevailing differentials with rates for Group 2 Nurses.

Special Start Rate (new) - Effective the first full pay period after April 5, 1977, registered nurses and non-registered graduate nurses hired with less than 1 year of clinical experience will be paid at the rate of \$1,115 per month and \$1,056 per month, respectively. Effective October 1, 1977, these rates will be increased to \$1,190 per month and \$1,131 per month, respectively. Upon completion of 6 months' service, advancement will be made to the regular salary grid, with full credit for the 6 months already worked.

Shift Premium: 0-\$1.65-\$1.65 (0-\$1.55-\$1.55) per shift.

Paid Holidays: Full-time nurses receive 10 designated days plus a renewal of their one floating, non-premium day, for a total (unchanged) of 11 days per contract year.

Bereavement Leave: Grandparents are added for 1 day's paid leave.

Health and Welfare: Semi-Private Hospitalization (new) - Effective following ratification, employer pays 100% of the premium.

Pension Plan: Enrollment - After 6 months (2 years) of employment with the hospital.

St. Joseph's Hospital at Hamilton - Ontario Nurses' Association (Ind.) (nurses, full-time and part-time): Two 24-month renewal agreements effective from October 1, 1976 to September 30, 1978, covering a total of 620 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 22 months.

Holdback: Pending approval by the Anti-Inflation Board of the increases shown below, the employer will implement an interim adjustment of 40¢ per hour retroactive to October 1, 1976, and 30¢ per hour retroactive to October 1, 1977. Proportional amounts will be implemented for part-time employees.

Wages:	Effective	<u>Oct. 1/76</u>	<u>Oct. 1/77</u>
General Increases		\$93 per month	\$75 per month
<u>Full-time</u> (monthly rates)			
Graduate Nurse 0-7 years		\$1,161.20-\$1,331.95 (\$1,068.20-\$1,238.95)	\$1,236.20-\$1,406.95
Registered Nurse 0-7 years		\$1,208-\$1,408 (\$1,115-\$1,315)	\$1,283-\$1,483
<u>Part-time</u> (tour rates)			
Registered Nurse		\$55.75-\$64.98 (\$51.46-\$60.69)	\$59.22-\$68.45

Assistant Head Nurse - This classification, which has remained unoccupied, has been deleted from the agreement for full-time nurses.

Special Start Rate (new) - Effective April 5, 1977, registered nurses and non-registered graduate nurses hired with less than 1 year of clinical experience will be paid at the rates of \$1,115 per month and \$1,068.20 per month, respectively. Effective October 1, 1977, these rates will be increased to \$1,190 per month and \$1,143.20 per month, respectively. Upon completion of 6 months' service, advancement will be made to the regular salary grid, with full credit for the 6 months already worked.

Shift Premium: Effective the first pay period following ratification, 0-\$1.65-\$1.65 (0-\$1.55-\$1.55) per shift.

Standby Pay: Effective October 1, 1977, \$10.00 (\$8.50) per shift.

Paid Holidays: Full-time nurses receive 10 designated days plus a renewal of their one floating, non-premium day, for a total (unchanged) of 11 days per contract year.

Paid Vacation (Full-time Nurses only): Commencing in 1978, 5 weeks (new) after 22 years.

Health and Welfare: Lieu Payment - Part-time nurses receive 8% (7½%) of their daily tour rate per tour worked in lieu of fringe benefits.

Mileage Allowance: 20¢ (14¢) per mile.

St. Joseph's Hospital at Toronto - Local 95, Ontario Nurses' Association (Ind.)
(nurses, full and part-time): Two 24-month renewal agreements effective from October 1, 1976 to September 30, 1978, covering 387 full-time and 76 part-time employees, settled at the post conciliation bargaining stage. Duration of negotiations - 19 months.

Wages: Special Hiring Rate (new) - Effective April 5, 1977, Registered Nurses who are hired with less than 1 year of clinical experience receive \$1,115 per month. Effective October 1, 1977, special hiring rate increases to \$1,190 per month. Similarly, for Graduate Nurses the special hiring rate is \$1,047.14 per month effective April 5, 1977, and \$1,122.14 per month effective October 1, 1977. After 6 months' service, the minimum rate of the applicable wage range is paid.

The desirability of maintaining the special hiring rate will be reviewed upon the expiration of the agreement.

Effective	<u>Oct. 1/76</u>	<u>Oct. 1/77</u>
General	\$93 per month*	\$75 per month
Increases		

Adjustment
(see "Differential"
below)

Oct. 1/76

Oct. 1/77

Registered Nurse	\$1,208-\$1,408 (\$1,115-\$1,315)	\$1,283-\$1,483
Part-time Registered Nurse	\$59.10-\$68.88 (\$54.55-\$64.33)	\$63.96-\$73.93
Assistant Head Nurse	\$1,239.21-\$1,449.20 (\$1,144.25-\$1,353.61)	\$1,314.21-\$1,524.22

Probationary period is 60 days worked for full-time employees and 60 days worked or 6 calendar months, whichever occurs first, for part-time employees. Maximum rates are reached after seven annual increases.

*Note: Increases are subject to approval by the Anti-Inflation Board. \$70 or the part-time equivalent, where applicable, is payable immediately.

Differential - Following application of the scheduled general increase for October 1, 1976, wage rates for Assistant Head Nurse and Team Leader shall be increased by an amount equalling their previous differential with the rates for Registered Nurse, plus 6.7% (new). Amount of differential established as of October 1, 1976 remains constant in the calculation of wage rates for the second year of the agreement.

Shift Premium: Effective April 6, 1978, 0-\$1.65-\$1.65 (0-\$1.55-\$1.55) per shift.

Standby Pay: Effective April 6, 1978, \$10.00 (\$8.50) per tour.

Paid Holidays (full-time employees): The floating, non-premium holiday granted in each year of the 1975-1976 agreement was renegotiated, for a total of 10 statutory days and 1 floating day (unchanged) per contract year.

Paid Vacation: Effective April 6, 1978, 5 weeks (new) after 22 years' service.

Health and Welfare: Life Insurance and A.D. & D. - Effective the first billing date following ratification, optional coverage for full-time nurses increases to 2 times (previously, 1½ times) annual earnings, rounded to the nearest \$500.

Semi-Private Hospitalization Plan (new) - Effective the first billing date following ratification, employer pays 100% of cost of premiums.

Lieu Payment - Effective October 1, 1977, part-time and casual nurses receive an additional 8% (6%) of their wages in lieu of fringe benefits.

Salvation Army Grace Hospital (Windsor) - Local 30, Ontario Nurses' Association (Ind.) (nurses, full and part-time): A 24-month renewal agreement effective from October 1, 1976 to September 30, 1978, covering 260 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 18½ months.

Wages:

Special Hiring Rate (new) - Effective April 5, 1977, Registered Nurses who are hired with less than 1 year of clinical experience receive \$1,115 per month. Effective October 1, 1977, special hiring rate increases to \$1,190 per month. Similarly, for Non-Registered Nurses the special hiring rate is \$1,074.05 per month effective April 5, 1977, and \$1,149.05 per month effective October 1, 1977. After 6 months' service, the minimum rate of the applicable wage range is paid.

The desirability of maintaining the special hiring rate will be reviewed upon the expiration of the agreement.

Effective	<u>Oct. 1/76</u>	<u>Oct. 1/77</u>
General Increases	\$93 per month*	\$75 per month
Registered Nurse	\$1,208-\$1,408 (\$1,115-\$1,315)	\$1,283-\$1,483
Registered Nurse (Part-time)	\$55.75-\$64.98 (\$51.46-\$60.69)	\$59.22-\$68.45
Head Nurse	\$1,313.30-\$1,537.87 (\$1,220.30-\$1,444.87)	\$1,388.30-\$1,612.87

Probationary period is 60 worked tours. Maximum rates are reached after seven annual increases.

*Note: Increases are subject to approval by the Anti-Inflation Board.

Shift Premium: Effective April 20, 1978, 0-\$1.65-\$1.65 (0-\$1.55-\$1.55) per shift.

Standby Pay: Effective April 20, 1978, \$10 (\$9) for each 7½ hours on standby.

Paid Holidays: The floating, non-premium holiday granted in each year of the 1975-1976 agreement was renegotiated, for a total of 10 statutory days and 1 floating day per contract year (unchanged).

Paid Vacation: Effective April 20, 1978, 5 weeks after 22 (25) years' service.

Health and Welfare: Semi-Private Hospitalization Plan (new) - Effective April 20, 1978, employer pays 100% of premium costs.

Lieu Payment - Effective April 20, 1978, casual part-time nurses receive an additional 8% (6%) of their wages in lieu of fringe benefits.

Sudbury General Hospital of the Immaculate Heart of Mary - Local 13, Ontario Nurses' Association (Ind.) (nurses, full and part-time):
Two 24-month renewal agreements effective from October 1, 1976 to September 30, 1978, covering 176 full-time and 160 part-time employees, settled at the bargaining stage.
Duration of negotiations - 19 months.

Wages:

Special Hiring Rate (new) - Nurses hired with less than 1 year of clinical experience have start rates as follows:

	<u>Apr. 5/77</u>	<u>Oct. 1/77</u>
Registered Staff Nurse (full-time)	\$1,115.00 per month	\$1,190.00 per month
Graduate Nurse (full-time)	\$1,044.88 per month	\$1,119.88 per month
Registered Staff Nurse (part-time)	\$51.46 per tour	\$54.92 per tour
Graduate Nurse (part-time)	\$48.23 per tour	\$51.69 per tour

The minimum rate of the appropriate wage range is paid to full-time nurses after 6 months' service, and to part-time nurses after 100 tours or 1 year, whichever is first.

The desirability of maintaining the special hiring rate will be reviewed upon the expiration of the agreement.

Effective	<u>Oct. 1/76</u>	<u>Oct. 1/77</u>
General Increases	\$93 per month*	\$75 per month
Registered Staff Nurse	\$1,208-\$1,408 (\$1,115-\$1,315)	\$1,283-\$1,483
Registered Staff Nurse (part-time)	\$55.76-\$64.98 (\$51.46-\$60.69)	\$59.21-\$68.45

Probationary period is 60 tours worked. Maximum rates are reached after seven annual increases.

*Note: Increases are subject to approval by the Anti-Inflation Board. \$70 is payable immediately.

Shift Premium: Effective April 29, 1978, 0-\$1.65-\$1.65 (0-\$1.55-\$1.55).

Standby Pay: Effective April 29, 1978, \$10 (\$9) per complete tour of standby duty.

Paid Holidays: The floating day granted to seniority employees in each year of the 1975-1976 agreement was renegotiated, for a total of 10 statutory days and 1 floating day (unchanged) per contract year.

Bereavement Leave: 1 day's paid leave (new) in the event of the death of a brother-in-law or sister-in-law.

Health and Welfare: Semi-Private Hospitalization Plan (new) - Effective the first billing date following ratification, employer pays 100% of cost of premiums.

Lieu Payment - Effective October 1, 1976, part-time registered and casual nurses receive an additional 7% (6%) of their wages in lieu of fringe benefits. Effective October 1, 1977, 8%.

Victoria Hospital Corporation at London - Ontario Nurses' Association (Ind.) (nurses, full-time): A 24-month renewal agreement effective from October 1, 1976 to September 30, 1978, covering 700 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 22 months.

Holdback: None of the compensatory increases reported below will be implemented prior to approval by the Anti-Inflation Board.

Wages:	Effective	<u>Oct. 1/76</u>	<u>Oct. 1/77</u>
	General Increases	\$93 per month	\$75 per month
	Adjustments (see "Differential" below)		

Monthly Rates

Registered Nurse*	\$1,208-\$1,408	\$1,283-\$1,483
0-7 years	(\$1,115-\$1,315)	
Charge Nurse	\$1,253.90-\$1,493.63	\$1,331.75-\$1,573.20
0-7 years	(\$1,157.37-\$1,395.03)	

Differential - In addition to the general increases shown above rates for Charge Nurse/Assistant Head Nurse will be adjusted upwards to maintain the prevailing differential with rates for Registered Nurse.

*Special Start Rate (new) - Effective the first full pay period after April 5, 1977, Registered Nurses and non-Registered Graduate Nurses hired with less than 1 year of clinical experience will be paid at the rates of \$1,115 per month and \$1,045.56 per month, respectively. Effective October 1, 1977, these rates will be increased to \$1,190 per month and \$1,120.56 per month, respectively. Upon completion of 6 months' service, advancement will be made to the regular salary grid, with full credit for the 6 months already worked.

Shift Premium: 0-\$1.65-\$1.65 (0-\$1.55-\$1.55) per shift.

Standby Pay: \$10.00 (\$8.50) per shift.

Paid Vacation: Effective March 31, 1978, 5 weeks (new) after 22 years.

Health and Welfare: Semi-Private Hospitalization - The employer pays 100% (75%) of premium cost.

Women's College Hospital at Toronto - Ontario Nurses' Association (Ind.) (nurses, full-time and four-tour): A 24-month renewal agreement effective from October 1, 1976 to September 30, 1978, covering 250 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 17 months.

Wages: Special Hiring Rate (new) - Effective April 5, 1977, Registered Staff Nurses who are hired with less than 1 year of clinical experience receive \$1,115 per month. Effective October 1, 1977, special hiring rate increases to \$1,190 per month. Similarly, special hiring rate for Graduate Nurses is \$1,062.35 per month effective April 5, 1977, and \$1,137.35 per month effective October 1, 1977. After 6 months' service, the minimum rate of the applicable wage range is paid.

The desirability of maintaining the special hiring rate will be reviewed upon the expiration of the agreement.

Effective	<u>Oct. 1/76</u>	<u>Oct. 1/77</u>
General Increases	\$93 per month*	\$75 per month
Registered Staff Nurse	\$1,208-\$1,408 (\$1,115-\$1,315)	\$1,283-\$1,483
Assistant Head Nurse	\$1,258.61-\$1,476.85 (\$1,161.80-\$1,379.35)	** \$1,336.76-\$1,555.52

Probationary period is 60 continuous tours worked. Maximum rates are reached after seven annual increases.

*Note: Increases are subject to approval by the Anti-Inflation Board. \$70 of the first increase and \$50 of the second increase are implemented on the dates specified.

**Differential - Percentage differential between wage rates for Assistant Head Nurse and Registered Staff Nurse remains unchanged from the 1976-1978 agreement. Differential is 4.19% on the minimum rate and 4.89% on the maximum rate.

Shift Premium: Effective the first pay period following April 15, 1978, 0-\$1.65-\$1.65 (0-\$1.55-\$1.55) per shift.

Standby Pay: Effective the first pay period following April 15, 1978, \$10 (\$8.50) per complete tour of standby duty.

Paid Holidays: The floating holiday granted in each year of the 1975-1976 agreement was renegotiated, for a total of 10 statutory days and 1 floating day per contract year (unchanged).

Paid Vacation: Effective in 1978, 5 weeks (new) after 22 years' service.

Health and Welfare: Semi-Private Hospitalization Plan (new) - Effective the first pay period following April 15, 1978, employer pays 100% of cost of premiums.

Central Park Lodges of Canada at Hamilton, London, Ottawa and Toronto - Locals 183, 204, 220 and 532, Service Employees International Union (AFL-CIO/CLC): Six 12-month renewal agreements effective from January 1, 1978 to December 31, 1978, covering a total of 217 employees, settled at the bargaining stage. Duration of negotiations - 2 weeks.

Wages:	Effective	<u>Jan. 1/78</u>
General Increase		30¢
Domestic		\$4.04-\$4.32 (\$3.74-\$4.02)
Assistant Cook		\$4.73-\$5.10 (\$4.43-\$4.80)

Probationary period is 65 days worked (90 continuous days of employment). Maximum rates are reached after 2 annual increases.

Cost of Living Provision: Discontinued.

Health and Welfare: Vision Care Plan (new) - Employer pays 65% of cost of premiums, to a maximum of \$40 coverage.

Uniform Allowance: \$5.50 (\$5.00) per month, where required.

Extendicare Ltd., Beacon Hill Lodges of Canada Ltd., Central Park Lodges of Canada Ltd., Villacentres Ltd., Heritage Nursing Homes Ltd., Bestview Holdings Ltd. and Bestview Services Ltd., various Ontario cities - Various Locals, Service Employees International Union (AFL-CIO/CLC) (non-medical employees): 12-month renewal agreements effective from February 1, 1978 to January 31, 1979, covering a total of 1,740 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	Feb. 1/78
	General Increase	30¢*
	Attendant I	\$4.46-\$4.91 (\$4.16-\$4.61)
	Registered Nurse Assistant	\$5.06-\$5.51 (\$4.76-\$5.21)
	Maintenance	\$6.16-\$6.56 (\$5.86-\$6.26)

Previous Agreement - As a result of Anti-Inflation Board review, negotiated increases were rolled back, as reflected in the rates reported above, and the expiry date of the agreement was changed from March 31, 1978 to January 31, 1978.

*Within 2 pay periods of ratification, 20¢ of the 30-cent per hour increase will be implemented. Within a further 2 pay periods, retroactivity to February 1, 1978 will be paid on the same basis. In each case, the additional 10¢ per hour provided by the settlement will be implemented upon approval by the Anti-Inflation Board.

Cost of Living Provision: Discontinued. No allowance was generated during the term of the previous contract.

Provision Standards: Provisions reported below are standard. Individual agreements historically providing greater entitlement will retain their superior clauses.

Call-in Pay (new): Employees scheduled to work 75 hours in a 2-week period, and who are called in to work on an assigned day off, will be paid time and one-half for all hours worked. If the employee reports for work within 1 hour of the request for call-in, then the employer will guarantee a minimum of 4 hours' work.

Employees scheduled to work less than 75 hours in a 2-week pay period qualify for overtime rates on a call-in for hours in excess of 75 hours of work in the 2-week pay period.

Overtime Calculations: Overtime determination is to include time spent on sick leave, Workmen's Compensation, bereavement leave, holidays and vacation or union leave on scheduled days of work (new).

Paid Vacation: 2 weeks after 1 year, 3 weeks after 4 years and 4 weeks after 13 (14) years. Bestview retains 4 weeks after 12 years.

Sick Leave: Maximum accumulation is 60 (45) days.

Health and Welfare: Extended Health Care - Coverage now includes a Vision Care Plan with maximum benefits of \$40 every 2 years. Employer contributes 65% (50%) of total premium cost.

Workmen's Compensation (new): Employer continues to pay his share of health and welfare premiums for the month in which the absence commences and for the following 2 months.

Provided an employee returns to work within 52 consecutive weeks of the date of illness or injury, time spent on Workmen's Compensation will be considered as time worked for the purpose of calculating the current year's vacation entitlement.

Seniority accrued to the date of the accident is retained for 2 years, with the right to return to the former job or a job of a comparable nature and the right to "bump" if the employee is capable only of performing work of a different kind, or of a lighter nature.

Uniform Allowance: \$5.50 (\$5.00) per month.

PERSONAL SERVICES

Textile Rental Institute of Ontario at Toronto - Local 847, Teamsters (Ind.)
(linen supply route men and laundry drivers): A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 300 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	Jan. 1/78
	General Increase	7%, to the nearest 50¢*
	Driver	\$201.00-\$214.00 (\$188.00-\$200.00)

Probationary period is 90 calendar days. Maximum rates are reached after four 3-month increases.

Paid Vacation: 3 weeks after 7 (10) years' service.

Health and Welfare: OHIP - Effective May 1, 1978, employer pays 100% of premium costs as of that date. (Previously, 100% of premium costs before the May 1, 1978 increase was paid.)

This settlement is subject to approval by the Anti-Inflation Board.

Canteen of Canada Limited (Ontario) (Vending and Food Service) at Brantford, Hamilton, London, Oakville, Peterborough, St. Catharines and Toronto - Local 414, Retail, Wholesale and Department Store Union (AFL-CIO/CLC): Two 24-month renewal agreements effective from November 9, 1977 to November 8, 1979, covering 384 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 6 months.

Wages:	Effective	Nov. 9/77	Nov. 9/78
	COLA Fold-in	62¢	
	Increases	21¢ for Vending employees; 11¢ for Food employees	27¢ for Vending employees; 11¢ for Food employees
	Classification Adjustment	15¢ for Maintenance Personnel in the Vending Dept.	
	<u>Food Service</u>		
	Commissary General Help	\$5.45-\$5.55 (\$4.72-\$4.82)	\$5.56-\$5.66
	Porter	\$5.85-\$5.95 (\$5.12-\$5.22)	\$5.96-\$6.06
	<u>Vending Dept.</u>		
	Utility Personnel	\$7.43-\$7.80 (\$6.60-\$6.97)	\$7.70-\$8.07
	Maintenance Personnel	\$7.98-\$8.35 (\$7.00-\$7.37)	\$8.25-\$8.62
	Probationary period is 30 days. Maximum rates are reached after increases at 60 days and 6 months.		
Cost of Living Allowance:	1¢ per hour for each 0.6 increase in the Consumer Price Index, where 1961 equals 100. Calculated on a quarterly basis. Base for Vending employees is November 1967; for Food employees January 1968. (Formula is unchanged.)		
Shift Premium:	Effective November 9, 1977, 0-25¢-35¢ (0-25¢-25¢).		
Paid Vacation:	Effective November 9, 1977, 5 weeks after 20 years of service (new). Effective November 9, 1978, 4 weeks after 11 (12) years.		
Health and Welfare:	<u>Long Term Disability Plan (new)</u> - Effective November 9, 1978, employer pays 100% of cost of premiums for plan with benefits of 60% of earnings, up to age 65 or the end of the disability. <u>Supplemental Unemployment Benefit Plan</u> - Plan provides 26 weeks of benefits for employees with 1 year of service and 52 weeks of benefits for employees with 3 or more years of service (Previously, 52 weeks of benefits after 30 days of continuous service.)		

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Council of Graphic Arts Unions (5 AFL-CIO/CLC Unions) (printing operations group, non-supervisory employees): A 12-month renewal agreement effective from December 26, 1977 to December 24, 1978, covering 1,105 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Dec. 26/77</u>
	Increase	40¢/50¢
	Bindery Operator	\$5.49
	Level 1 (Ottawa/Hull and Montreal)	(\$5.09)*
	Bindery Operator	\$11.18
	Level 3 (Vancouver)	(\$10.68)*
	<u>Quebec and Ontario</u>	
	Offset Machine Operator 1 (after 4 years)	\$7.45 (\$7.05)
	Lithographic Pressman (over 63")	\$11.43 (\$10.93)
	<u>British Columbia</u>	
	Offset Machine Operator 1 (after 4 years)	\$10.24 (\$ 9.74)

*Adjusted rates as a result of an AIB roll-back.

Paid Vacation: 5 weeks (new) after 29 years' service.

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC)
(general labour and trades group, supervisory and non-supervisory): Two 23-month renewal agreements effective from January 31, 1977 to January 7, 1979, covering 20,595 employees, settled with mediation assistance. (There were rotating strikes by some employees in January, 1978.) Duration of negotiations - 17 months.

Wages:	Effective	<u>Jan. 31/77</u>		
	Increase	6% on all key level rates. Rates at other than key level are established on the basis of the current inter-level differential structure.		
		<u>Elemental Sub-Group</u>	<u>Machine Driving-Operating Sub-Group</u>	<u>Electrical Installing and Maintaining Sub-Group</u>
	Moncton (Zone 3)	\$4.44-\$7.39 (\$4.19-\$6.98)	\$4.26-\$7.10 (\$4.01-\$6.69)	\$4.43-\$7.96 (\$4.18-\$6.97)
	Ottawa (Zone 9)	\$4.86-\$8.11 (\$4.59-\$7.65)	\$4.67-\$7.79 (\$4.41-\$7.35)	\$5.32-\$9.38 (\$5.01-\$8.36)
	Victoria (Zone 21)	\$5.30-\$8.84 (\$5.00-\$8.33)	\$5.43-\$9.05 (\$5.12-\$8.54)	\$6.08-\$10.35 (\$5.74-\$ 9.57)
	Effective	<u>Jan. 31/78</u>		
	Increase	3.93%, with a minimum of 29¢ per hour		

Jan. 31/78

Moncton	\$4.73-\$7.68	\$4.55-\$7.39	\$4.72-\$8.28
Ottawa	\$5.15-\$8.43	\$4.96-\$8.10	\$5.61-\$9.75
Victoria	\$5.59-\$9.18	\$5.72-\$9.41	\$6.37-\$10.7
Shift Premium:	Effective March 1, 1978, 0-18¢-25¢ (0-16¢-23¢).		
Weekend Premium (new):	20¢ per hour for regularly scheduled hours on a Saturday or Sunday.		
Standby Pay:	Effective March 1, 1978, \$4 (\$3) for each 8-hour period or portion thereof. \$9 (\$8) minimum for any period of standby on a day of rest or designated paid holiday.		
Paid Holidays:	National Heritage Day will be included as a designated paid holiday, when passed by Parliament.		
Paid Vacation:	Effective April 1, 1978, 4 weeks after 13 (15) years' service and 5 weeks after 27 (28) years.		
Bereavement Leave:	Definition of "immediate family" is extended to include stepfather, stepmother, foster parent, stepchild and ward of the employee, for up to 4 days' paid leave plus 3 days' paid leave for travel. (Previously, up to 1 day's paid leave for ward of employee.)		
Adoption Leave (new):	At the discretion of the employer, 1 day's paid leave.		
Meal Allowance:	Effective March 1, 1978, \$3.00 (\$2.50) after 3 hours' overtime and \$2.15 (\$1.75) after the next 4 hours.		

Government of Canada (Treasury Board) - Public Service Alliance of Canada

(CLC) (primary products inspection group): A 6-month renewal agreement effective from April 28, 1978 to October 29, 1978, with wages retroactive to October 31, 1977, covering 2,755 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

Wages: Effective Oct. 31/77

General Increase 5.95%

Annual Rates

PI-1 \$12,446-\$14,461
(\$11,747-\$13,649)

PI-3 \$15,319-\$17,152
(\$14,459-\$16,189)

PI-6 \$20,972-\$23,572
(\$19,794-\$22,248)

Shift Premium: 0-20¢-28¢ (0-19¢-25¢).

Weekend Premium (new): 20¢ per hour.

Standby Pay: \$4.00 (\$3.15) for each 8 hours or portion thereof. \$9.00 (\$7.00) on a day of rest or designated paid holiday.

Paid Vacation: Effective April 1, 1978, 4 weeks after 13 (15) years' service and 5 weeks after 27 (28) years.

Meal Allowance: \$3.10 (\$3.00) after 3 hours' overtime and \$2.75 for the next 3 consecutive hours worked (unchanged).

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC) (radio operations group): A 13-month renewal agreement effective from June 27, 1977 to July 30, 1978, covering 1,170 employees, settled at the conciliation board stage. Duration of negotiations - 12 months.

Wages:	Effective	<u>June 27/77</u>	<u>June 26/78</u>
	General Increases	\$840/annum	\$100/annum
	<u>Annual Rates</u>		
	Radio Operator 1	\$13,138-\$16,285* (\$12,718-\$15,445)	\$13,238-\$16,385
	Radio Operator 3	\$16,592-\$18,410 (\$15,752-\$17,570)	\$16,692-\$18,510
	Radio Operator 5	\$19,391-\$21,591 (\$18,551-\$20,751)	\$19,491-\$21,691

*6-month increments are halved: step 1, \$420; step 2, \$420.

Shift Premium: 0-20¢-27¢ (0-16¢-23¢).

Weekend Premium (new): Effective June 26, 1978, 20¢ per hour for regularly scheduled hours on a Saturday or Sunday.

Standby Pay: \$3.50 (\$3.00) for each 8 consecutive hours or portion thereof. \$7.80 (\$7.00) on a day of rest or designated paid holiday.

Paid Vacation: Effective March 30, 1978, 4 weeks after 13 (15) years' service and 5 weeks after 27 (28) years.

Bereavement Leave: Definition of "immediate family" is extended to include step-father, stepmother and foster parent, for up to 4 days' paid leave plus 3 days' paid leave for travel.

Meal Allowance: \$3.00 (\$2.50) after 3 hours' overtime and \$2.15 (\$1.75) after the next 4 hours.

Technological Change (new): Minimum of 3 months' notice and consultation with Union.

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC) (ships' crews, supervisory and non-supervisory): Two 24-month renewal agreements effective from January 24, 1977 to January 21, 1979, covering 2,810 employees, settled at the conciliation board stage. Duration of negotiations - 18 months.

Wages:	Effective	Jan. 24/77	Jan. 23/78
	Increases	\$55/month; Western Waters - Deck and Engine Room Subgroup receive \$56/month	4%, with a minimum of \$600 per annum
	<u>Monthly Rates</u>		
	<u>East Coast</u>		
	Deck Employees	\$898-\$1,075 (\$843-\$1,020)	\$948-\$1,125
	Specialist Trades	\$902-\$1,243 (\$847-\$1,188)	\$952-\$1,294
	<u>West Coast</u>		
	Deck Employees	\$978-\$1,186 (\$922-\$1,130)	\$1,028-\$1,236
	Specialist Trades	\$965-\$1,370 (\$910-\$1,315)	\$1,015-\$1,426
Paid Vacation:	Effective April 1, 1977, 4 weeks after 13 (15) years' service and 5 weeks after 27 (28) years.		
Bereavement Leave:	Definition of "immediate family" is extended to include stepfather, stepmother and foster parent for up to 4 days' paid leave, plus 3 days' special leave for travel.		
Diving Allowance:	Effective January 9, 1978, \$360 (\$325) per annum.		
Meal Allowance:	Effective January 9, 1978, \$3.00 (\$2.50) after 3 hours' overtime and \$2.15 (\$1.75) after the next 4 hours. \$2.00 for each 8-hour period or portion of continuous security duty on a non-equipped vessel (new).		
Meals and Quarters Allowance:	Effective June 1, 1977, \$65 (\$55) per month.		
Loss of Personal Effects:	Effective January 9, 1978, \$900 (\$700) maximum.		

PROVINCIAL ADMINISTRATION

Ontario Government - Ontario Provincial Police Association, Inc. (Ind.) (cadets and police officers): A 12-month renewal agreement effective from April 1, 1978 to March 31, 1979, covering 3,860 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	Apr. 1/78
	General Increase	5.68%; probationary Constables - 5.52%

Apr. 1/78

Annual Rates

Constable (Probationary) 1-12 months	\$15,300 (\$14,500)
Constable (3rd Class) 12-24 months	\$17,183 (\$16,260)
Constable (1st Class) 36 months and over	\$20,010 (\$18,935)
Sergeant Major 12 months and over	\$25,640 (\$24,262)

Work on Statutory Holidays: In addition to regular rate of pay, employees working on a statutory holiday may elect either holiday pay at time and one-half or future time off at time and one-half. To accommodate this, the Overtime Bank limit has been increased from 40 to 80 hours. (Previously, employees were expected to take compensating time off on a straight-time basis and, if not able to do so by the end of the year, would receive pay instead at the rate of time and one-half.)

Health and Welfare: Supplementary Life Insurance - Employees may elect additional coverage equivalent to 1, 2 or 3 (1 or 2) times their annual salary. Optional coverage for spouse is now \$1,000 or \$2,000 (\$1,000) and optional coverage for each dependent child is \$500 or \$1,000 (\$500). The employee continues to pay the premiums.

Clothing Allowance: \$650 (\$600) per year for employees required to perform police duties in plain clothes for a full year. Allowance is prorated for periods of less than a year.

Layoff and Recall Procedure (new): Layoffs are based primarily on qualifications and length of continuous service. The employer agrees to give the Association as much notice as possible and to meet for discussions. Should subsequent vacancies occur, laid-off employees are to be appointed provided no other employee having greater qualifications or seniority applies.

Regulations Under the Public Service Act: Provisions respecting attendance credits, sick leave credits and leave of absence, which were formerly included in the Regulations under the Public Service Act, have been incorporated into this agreement (new).

Ontario Government - Ontario Public Service Employees Union (Ind.): A 12-month renewal agreement covering working conditions. Effective from February 1, 1978 to January 31, 1979, covering 52,000 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Mileage Allowance (In Kilometres):	Effective April 1, 1978:		
		<u>Southern Ontario</u>	<u>Northern Ontario</u>
	0-4,000 km	14¢ (12.5¢)/km	14.5¢ (13.125¢)/km
	4,001-12,000 km	12¢ (10¢)/km	12.5¢ (10.625¢)/km
	12,001 or more km	10¢ (8.75¢)/km	10.5¢ (9.375¢)/km

Special Paid Union Leave (new): Leave with no loss of pay or credits for up to 3 employees at any one time to attend meetings of the Joint Insurance Benefits Review Committee.

LOCAL ADMINISTRATION

East York Borough Corporation - Local 114, Canadian Union of Public Employees (CLC) (inside and outside employees): Two 12-month renewal agreements effective from January 1, 1978 to December 31, 1978, covering 220 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	Jan. 1/78
	General Increase	5.75%
	<u>Inside</u>	
	Clerk - Grade V (includes Clerk-Typist)	\$173.26-\$188.69 (\$163.84-\$178.43)
	Engineering Technician I (includes Senior Draftsman)	\$293.35-\$328.08 (\$277.40-\$310.24)
	<u>Outside</u>	
	Labourer	\$6.42 (\$6.07)
	Carpenter	\$7.80 (\$7.38)
	Garage Mechanic Grade I, Diesel	\$7.85 (new)

Probationary period for inside group is 3 months. Maximum rate for Clerk-Typist reached after six semi-annual increases. Maximum rate for Senior Draftsman reached after three annual increases.

Cost of Living Provision: Inoperative during the term of this agreement.

Weekend Premium (new): 25¢ per hour for all hours worked during the day shift.

Paid Vacation: 3 weeks after 2 (3) years and 6 weeks after 24 (25) years.

Health and Welfare: Extended Health Care Plan - Effective June 1, 1978, an Optical Benefit is added.

Tool Allowance: \$85 (\$50) per year for Mechanics.

Hamilton City Corporation - Local 5, Canadian Union of Public Employees (CLC) (outside employees): A 12-month renewal agreement effective from January 15, 1978 to January 15, 1979, covering 550 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	Jan. 15/78
	General Increase	5.5%

Jan. 15/78

Labourer	\$6.42 (\$6.09)
Motor Mechanic	\$7.29 (\$6.91)

Work on a Holiday: New option to take an alternate day off in lieu of the holiday worked is granted. (Previously, the only entitlement was an additional day's pay.)

Work on Scheduled Days Off: Overtime provisions which apply to work on a Saturday or Sunday will now also apply to scheduled days off occurring during the rest of the week (new). 1st day off - time and one-half for the 1st 12 hours and double time thereafter. 2nd day off - double time for all hours worked.

Paid Vacation: 5 weeks and 1 day after 22 (26) years, 5 weeks and 2 days after 24 (27) years, 5 weeks and 3 days after 26 (28) years and 5 weeks and 4 days after 28 (29) years.

Bereavement Leave: Stepchild is added for 3 days' paid leave.

An employee designated by the Union may be granted a day off with pay to attend the funeral of an active or retired member of Local 5.

Health and Welfare: Coverage During Lay-off (new) - The employer pays the premiums for OHIP, Life Insurance, and the Dental and Drug Plans for up to 6 months. (Previously, this was done in practice. Now it is written into the agreement.)

Dental Plan - Coverage is based on the current (previously, 1975) Ontario Dental Association fee schedule.

Kitchener City Corporation - Local 68, Canadian Union of Public Employees (CLC):
A 12-month renewal agreement effective from February 7, 1978 to February 6, 1979, covering 275 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Feb. 7/78</u>
	General Increase	5%
	Labourer	\$6.06 (\$5.77)
	Maintenance III	\$7.26 (\$6.91)

Paid Vacation: 3 weeks after 3 (5) years and 4 weeks after 10 (12) years.

Health and Welfare: Extended Health Care Plan - Allowance is \$60 every 2 years for prescription eyeglasses (new).

Dental Plan - Blue Cross Code 9 Plan replaces Blue Cross Code 7 Plan.

Niagara Regional Board of Commissioners of Police - Police Association (Ind.)
(police officers and civilian employees): Two 12-month renewal agreements effective from January 1, 1978 to December 31, 1978, covering a total of 680 employees (including 80 civilian employees), settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/78</u>
	General Increase	6.2%
	<u>Annual Rates</u>	
	<u>Police Agreement</u>	
	Cadet	\$10,596.61 (\$ 9,977.90)
	Constable, 3rd Class	\$16,610.90 (\$15,641.15)
	Constable, 1st Class	\$19,933.08 (\$18,769.38)
	Superintendent	\$32,323.53 (\$30,436.57)
	<u>Civilian Agreement</u>	
	Clerk Typist	\$9,803.53 (\$9,231.20)
	Accountant	\$17,286.43 (\$16,277.25)

Call-back Pay 3 (2) hours' pay.
(Civilian
Agreement):

Pension Fund: Contributions Under Police Agreement - Employer contributes the equivalent of 8% (9%) of annual salary and the employee contributes 8% (7%).

Contributions Under Civilian Agreement - Employer contributes the equivalent of 7% (8%) of annual salary and the employee contributes 7% (6%).

Changes in contribution rates are in line with revisions made to the Pension Plan. A final-average-earnings format is adopted.

Thunder Bay City Corporation - Local 87, Canadian Union of Public Employees (CLC) (outside employees): A 24-month renewal agreement effective from January 1, 1978 to December 31, 1979, covering 370 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/78</u>	<u>Jan. 1/79</u>
	Increases	42¢, except for student Labourer whose rate is frozen at \$6.13 per hour	3%
	Labourer (after 90 days)	\$6.55 (\$6.13)	\$6.75
	Journeyman Plumber	\$8.65 (\$8.23)	\$8.91

Cost of Living Allowance: Effective January 1, 1979, 1¢ per hour for each full .3 point rise in the Consumer Price Index, where 1971 equals 100. To be adjusted in May 1979, September 1979 and January 1980 and folded into wages. (Previously, there was provision for a lump sum payment of 1% for each 1% increase in the CPI, where 1971 equals 100. Triggered at 6% beyond the December 1976 Index in the second contract year. Due to restraints imposed by the Anti-Inflation Board, only \$62.40 of the amount generated was paid.)

Shift Premium: Effective January 1, 1979, 0-27¢-27¢ (0-22¢-22¢).

Reporting Pay: Effective upon signing, minimum of 4 (3) hours' pay at straight time rates for employees who report for work and are sent home due to adverse weather conditions.

Paid Vacation: Effective January 1, 1979, 4 weeks after 8 (10) years' service and 5 weeks after 17 (19) years. 1 additional day for each year of service beyond 20 (23) years, to a maximum of 10 additional days.

Sick Leave Gratuity: Effective January 1, 1979, an employee leaving after 10 (5) or more years of continuous service is eligible for payment for 50% of unused sick pay credits or 6 months' pay, whichever is the less. Payable on termination or retirement.

Health and Welfare: Dental Plan - Effective the first day of the second month following signing of the agreement, payments are based on the 1977 (1976) Ontario Dental Association fee schedule. Effective January 1, 1979, payments are based on the 1978 fee schedule.

Vision Care Plan (new) - Effective the first day of the second month following signing of this agreement, the present UIC rebate to employees will be redirected to help finance a vision care plan. Plan covers employees and their dependents, to a maximum of \$60 per person per 24-month period. Cost to employer is \$3.30 per employee per year.

Pension Plan: Early Retirement - Effective upon signing, employees may leave work prior to age 65 with full pay to the extent allowed by accumulated sick leave, vacation and paid holiday credits.

CONSTRUCTION

Ontario Refrigeration and Air Conditioning Contractors' Association - Local 787, Plumbers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1978 to April 30, 1980, covering 900 employees, settled at the bargaining stage. Duration of negotiations - 3 weeks.

Wages:	Effective	<u>May 1/78</u>	<u>May 1/79</u>
	Journeyman	\$12.50	\$13.05
	Refrigeration	(\$12.37)	
	Mechanic		
	(Zone 3)		
	Journeyman	\$13.69	\$14.24
	Refrigeration	(\$13.24)	
	Mechanic		
	(Zone 6)		

The number of economic zones defined in the 1978-1980 agreement is 7, a reduction from 11 in the previous agreement. Rates for Zone 3 apply to Sault Ste. Marie. Rates for Zone 6 apply to Toronto.

Jury Duty Pay:	Effective May 1, 1978, employer compensates employee at \$15 (\$10) per day, up to a maximum of 20 (15) working days.
Health and Welfare:	Effective May 1, 1978, employer contributes 30¢ (new) per hour worked.
Mileage Allowance:	Effective May 1, 1978, 30¢ (25¢) per mile or \$30 (\$25) per week to employees using their own vehicle for transportation.

Residential Sheet Metal Contractors Organization in the Toronto area - Local 285, Sheet Metal Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1978 to April 30, 1980, covering 310 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>May 1/78</u>	<u>May 1/79</u>
	Increases	48¢ for employees engaged in warm air home heating; 56¢ for all other employees	61¢ for employees engaged in warm air home heating; 69¢ for all other employees
	Journeyman Sheet Metal Worker (warm air home heating)	\$9.72 (\$9.24)	\$10.33
	Journeyman Sheet Metal Worker (other)	\$11.05 (\$10.49)	\$11.74
Health and Welfare:	Effective May 1, 1978, employer contributes 45¢ (35¢) per hour worked.		
Industry Fund:	Effective May 1, 1978, employer contributes 5¢ (2¢) per hour worked.		
Mileage Allowance:	Effective May 1, 1978, 18¢ (15¢) per mile, plus 4¢ per mile per employee passenger.		

Addendum

January 1978 Settlements

HEALTH AND WELFARE SERVICES

Victoria Hospital Corporation at London - Local 220, Service Employees International Union (AFL-CIO/CLC) (service and maintenance employees, part-time): A 12-month first agreement effective from November 25, 1977 to November 24, 1978, covering 200 employees, settled at the conciliation officer stage and ratified in January, 1978. Duration of negotiations - 7 months.

Wages: The wage scale of the full-time unit effective April 1, 1978 will be applicable to this agreement.

Effective	Jan. 25/78
-----------	------------

Housekeeping Aide	\$4.78-\$4.87
-------------------	---------------

Orderly-Equipment Room	\$5.60-\$5.73
------------------------	---------------

Electrician	\$7.57
-------------	--------

Probationary period is 480 worked hours during a period of 12 calendar months. Maximum rates for Housekeeping Aide and Orderly-Equipment Room are reached after two increases of 2,080 hours each.

Hours of Work: 8 hours per day; 80 hours bi-weekly.

Overtime Pay: Time and one-half after 8 hours per day or 80 hours in a bi-weekly pay period, exclusive of meal time.

Shift Premium: 19.5¢ per hour for each hour worked during an assigned shift commencing between 2PM and 11PM.

Paid Rest Periods: One 15-minute period per 4-hour shift.

Reporting Pay: 50% of normal pay, to a maximum of 4 hours' pay.

Paid Holidays: 11, with entitlement in accordance with the Employment Standards Act.

Paid Vacation: In accordance with the Employment Standards Act.

Bereavement Leave: Up to 3 days' paid leave to make arrangements for and attend the funeral of an employee's spouse, parent, child, brother, sister and grandparent. To qualify for pay, employee must have been scheduled to work. If he does not attend the funeral, he receives up to 1 day's paid leave.

Up to 1 day's paid leave to attend the funeral of an employee's parent-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law and grandchild. To qualify for pay, employee must have been scheduled to work.

Maternity Leave: In accordance with the Employment Standards Act, with a possible extension of leave to a total of 6 months, upon application.

Jury/Witness
Duty Pay:

Where employee was scheduled to work, he receives make-up pay.

Health and
Welfare:

Lieu Payment - 10¢ per hour in excess of the regular hourly rate is paid to employees in lieu of health and welfare benefits and sick leave credits.

Regular part-time employees in receipt of health and welfare benefits and sick leave credits, and on staff as of January 25, 1978, will continue to receive such benefits until they cease to be regular part-time employees.

Temporary
Transfer:

An employee temporarily transferred to a higher job classification for a period of 1 full shift or more receives the wage rate of the job classification to which he is transferred which is next above his regular rate for the time so transferred.

CONSTRUCTION

Windsor Heavy Construction Association - Local 880, Teamsters (Ind.), Locals 625 and 749, Labourers (AFL-CIO/CLC) and Local 793, International Operating Engineers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1978 to April 30, 1980, covering 680 employees, settled at the bargaining stage and ratified in January, 1978. Duration of negotiations - 2 months.

Teamsters

Wages:	Effective	May 1/78	Nov. 1/78	May 1/79
	Increases	28¢ per hour in Essex County; 51¢ per hour in Kent County	23¢ per hour in Essex County; 28¢ per hour in Kent County	69¢ per hour in Essex County; 78¢ per hour in Kent County
	Driver, Tandem & Single Axle (Kent County)	\$9.27 (\$8.76)	\$9.55	\$10.33
	Driver, Single Axle (Essex County)	\$9.18 (\$8.90)	\$9.41	\$10.10

Health and
Welfare:

Kent County - Amount is mutually agreed (unchanged).

Essex County - Employer contributes 55¢ (35¢) per hour worked.

Industry
Fund (new):

Employer contributes 2¢ per man hour worked.

Labourers

Wages:	Effective	May 1/78	Nov. 1/78	May 1/79
	Increases	41¢ per hour in Essex County; 28¢ per hour in Kent County	23¢ per hour in Essex County; 28¢ per hour in Kent County	70¢ per hour in Essex County; 78¢ per hour in Kent County

		<u>May 1/78</u>	<u>Nov. 1/78</u>	<u>May 1/79</u>
	Experienced Labourer (Kent County)	\$7.15 (\$6.87)	\$7.43	\$8.21
	Labourer (Common) (Essex County)	\$10.01 (\$ 9.60)	\$10.24	\$10.94
Foreman Premium (Essex County):	Minimum of 50¢ (new) per hour above the common labourer's rate.			
Health and Welfare:	Employer contributes 15¢ (10¢) per hour worked.			
Pension Fund: (Kent County)	Employer contributes 50¢ (30¢) per hour worked.			
Industry Fund (new):	Employer contributes 2¢ per man hour worked.			
	<u>Operating Engineers</u>			
Wages:	Effective	<u>May 1/78</u>	<u>Nov. 1/78</u>	<u>May 1/79</u>
	Increases	26¢ per hour in Essex County; 31¢ per hour in Kent County	23¢ per hour in Essex County; 27¢ per hour in Kent County	68¢ per hour in Essex County; 78¢ per hour in Kent County
	Operating Engineer (Crane) (Kent County)	\$9.27 (\$8.96)	\$9.54	\$10.32
	Operating Engineer (Crane) (Essex County)	\$11.28 (\$11.02)	\$11.51	\$12.19
	Previous rates reflect a 10-cent diversion into the Health and Welfare Fund and a 14-cent diversion into the Pension Fund during the term of the 1975-1978 contract.			
Health and Welfare:	Employer contributes 63¢ (53¢) per hour worked.			
Pension Fund:	Employer contributes 50¢ (39¢) per hour worked. In Essex County during the lifetime of this agreement, additional monies may be allocated to pension from the base rate upon written notification from the Union.			
Industry Fund (new):	Employer contributes 2¢ per man hour worked.			
Training Fund (new):	Employer contributes 2¢ per hour worked.			

February 1978 Settlement

HEALTH AND WELFARE SERVICES

Ottawa General Hospital - Local 83, Ontario Nurses' Association (Ind.) (nurses full and part-time): Two 24-month renewal agreements effective from October 1, 1976 to September 30, 1978, covering 367 employees, settled at the arbitration stage in February, 1978. Duration of negotiations - 16 months.

Wages: Special Hiring Rate (new) - Effective April 5, 1977, Registered Nurses who are hired with less than 1 year of clinical experience receive \$1,115 per month. Effective October 1, 1977, special hiring rate increases to \$1,190 per month. After 6 months' service, the minimum rates shown below are paid.

The desirability of maintaining the special hiring rate will be reviewed upon the expiration of the agreement.

Effective	<u>Oct. 1/76</u>	<u>Oct. 1/77</u>
General Increases	\$93 per month*	\$75 per month
Adjustments (see "Differential" below)		
Registered Nurse	\$1,208-\$1,408 (\$1,115-\$1,315)	\$1,283-\$1,483
Assistant Head Nurse	\$1,271.42-\$1,490.65 (\$1,173.50-\$1,392.22)	\$1,350-\$1,570
Part-time Registered Nurse	\$55.75-\$64.99** (\$57.06-\$67.30)	\$59.21-\$68.45

Probationary period is 60 worked tours. Maximum rates for Registered Nurse are reached after seven annual increases.

Differential - Following application of the general increase rates for Assistant Head Nurse are adjusted to maintain the differential (in percentage terms) with rates for Registered Staff Nurse which existed under the previous contract.

*Note: Increases are subject to approval by the Anti-Inflation Board.

Shift Premium: Effective March 5, 1978, 0-\$1.65-\$1.65 (0-\$1.55-\$1.55).

Standby Pay: Effective March 5, 1978, \$10.00 (\$8.50) per complete shift of standby duty.

Paid Holidays: 1 floating day is added in each year of the agreement for a total of 11 (10) days. This floating day is non-cumulative and must be renegotiated for each new contract.

Paid Vacation: Effective May 1, 1978, 5 weeks after 22 (25) years.

Health and Welfare: Life Insurance and A.D. and D. - Effective as soon as possible following the Award's release, optional coverage is two times (previously, one and one-half times) annual salary.

Semi-Private Hospitalization (new) - Effective February 28, 1978, the employer pays 100% of cost of premiums.

****Lieu Payment** - In lieu of fringe benefits, Regular Part-time Nurses receive 10.89% of their daily rate in addition to regular salary and Casual Part-Time Nurses receive 8.89%. (Previous rates include this benefit pay. New rates exclude it.)

Responsibility Effective March 5, 1978, \$1.87 (\$1.75) per tour.
Allowance:

March 1978 Settlements

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC) (purchasing and supply group): A 9-month renewal agreement effective from March 31, 1978 to December 24, 1978, with wages retroactive to December 26, 1977, covering 1,375 employees, settled by arbitration in March, 1978. Duration of negotiations - 6 months.

Wages:	Effective	<u>Dec. 26/77</u>
	General Increase	6%
	<u>Annual Rates</u>	
	PG 1	\$10,650-\$17,518 (\$10,047-\$16,526)
	PG 3	\$19,588-\$22,210 (\$18,479-\$20,953)
	PG 6	\$31,136-\$34,702 (\$29,374-\$32,738)

Acting Pay: Qualifying period for PG 1, 2, 3 and 4 is 10 consecutive working days, including designated paid holidays. (Previously, 10 days for PG 1 and 2 and 20 days for all other employees.)

Paid Vacation: Effective March 31, 1978, 4 weeks after 12 (13) years' service and 5 weeks after 26 (27) years.

Meal
Allowance: \$4 (\$3) after 3 hours' overtime and \$3 (\$2.15) after the next 4 hours.

CONSTRUCTION

Toronto & District Carpentry Contractors Assn. - Local 1190, Carpenters (AFL-CIO/CLC): A 13-month renewal agreement effective from March 27, 1978 to April 30, 1979, covering 200 employees, settled during a work stoppage and ratified in March, 1978. Duration of negotiations - 12 months.

Wages:	Effective	<u>Mar. 27/78</u>	<u>May 1/78</u>
	General	20¢	20¢
	Increases		

	<u>Mar. 27/78</u>	<u>May 1/78</u>
Journeyman Carpenter	\$9.35 (\$9.15)*	\$9.55
Effective	<u>Nov. 1/78</u>	<u>Jan. 1/79</u>
General Increases	20¢	10¢
Journeyman Carpenter	\$9.75	\$9.85

*In November of 1977 the wage rate for Journeyman Carpenter was reduced by 10 cents to finance increased premium costs for OHIP. This reduction is reflected in the bracketed rate shown above.

Vacation Pay: Effective March 27, 1978, vacation pay is 10% (9%).

Pension Fund: Effective March 27, 1978, employer contributes 57¢ (40¢) per hour.

Anti-Inflation Board Rulings in April 1978

Employer and Union	Reference	Action
Ston Yale Ltd., Forestry Equipment Div., Woodstock and Molders (AFL-CIO/CLC)	June 77, p. 367	Allowed
Robicoke General Hospital, Rexdale and Ont. Nurses' Assn. (Ind.) (registered and graduate nurses, full-time)	Feb. 78, p. 84	Disallowed
Stes Rubber of Canada Ltd., Brantford and Rubber Workers (AFL-CIO/CLC)	Oct. 77, p. 653	Allowed
Government of Canada (Treasury Board) and Professional Institute (Ind.) (engineer- ing and land survey group)	Mar. 78, p. 147	Allowed
Hamilton City Corp. and Fire Fighters (AFL-CIO/CLC)	Feb. 78, p. 87	Disallowed
Se House of Seagram Ltd., Amherstburg and Waterloo, Ont., LaSalle and Beaupre, Que., Richibucto, N.B. and Gimli, Man. and Distillery Workers (AFL-CIO/CLC) (plant empls. and security guards)	June 76, p. 293	Disallowed
Ottawa Civic Hospital and Ont. Nurses' Assn. (Ind.) (nurses, full and part- time)	Nov. 77, p. 730	Disallowed
Star Furniture Ltd. (Peppler Div.), Hanover and Woodworkers (AFL-CIO/CLC)	Jan. 78, p. 7	Allowed
Sunnybrook Hospital, Toronto and Ont. Nurses' Assn. (Ind.) (nurses, full- time)	Oct. 77, p. 674	Disallowed
Toronto General Hospital and Ont. Nurses' Assn. (Ind.) (nurses, full and part-time)	Feb. 78, p. 79	Disallowed

Negotiations in Progress during April 1978 covering 200 or more Employees

Employer and Location	Union	No. of Empls	Neg' Stag
A & P Stores, province-wide	Foodworkers (AFL-CIO/CLC)	4,320	B
Abitibi Forest Products (Abitibi Provincial Paper Div.), Thorold	Cdn. Paperworkers (CLC) (mill empls.)	530	B
Abitibi Paper Co. Ltd. (Abitibi Containers Div.), Pembroke	Woodworkers (AFL-CIO/CLC)	225	B
Alcan Canada Products Ltd., Kingston	Machinists and Steelworkers (AFL- CIO/CLC)	1,100	B
Algoma Steel Corp., Ltd., Sault Ste. Marie	Steelworkers (AFL-CIO/CLC) (clerical and technical empl.)	500	B
Algoma Steel Corp., Ltd., Sault Ste. Marie	Steelworkers (AFL-CIO/CLC) (pro- duction empl.)	6,500	B
Algoma Steel Corp., Ltd. (Algoma Ore Div.), Wawa	Steelworkers (AFL-CIO/CLC) (mine empl.)	600	B
American Can of Canada Ltd., Malton	Sheet Metal Workers (AFL-CIO/CLC)	200	B
American-Standard, a div. of Wabco-Standard Ltd., Lansdowne Plant, Toronto	Potters (AFL-CIO/CLC)	221	B
Architectural Glass and Metal Contractors Assn.	Painters (AFL-CIO/CLC)	550	B
Associated Fur Industries of Toronto, Inc.	Foodworkers (AFL-CIO/CLC)	350	CO
Atlific Restaurants Ltd., Toronto	Hotel Employees (AFL-CIO/CLC)	225	B
Atomic Energy of Canada Ltd., Chalk River and Deep River**	Atomic Energy Allied Council (AFL-CIO/CLC) (various unions)	910	B
Atomic Energy of Canada Ltd. (Power Projects), Mississauga**	Society of Professional Engineers (Ind.)	410	PCB
Wallace Barnes Co. Ltd., Hamilton	Steelworkers (AFL-CIO/CLC)	200	B
Bata Engineering, Div. of Bata Industries Ltd., Batavia, Frankford and Trenton	Machinists (AFL-CIO/CLC)	230	MED
Benson and Hedges (Canada) Ltd., Brampton	Tobacco Workers (AFL-CIO/CLC)	300	B
Borg-Warner (Canada) Ltd., Long Manufacturing Div., Cambridge	Machinists (AFL-CIO/CLC)	200	B
Brewers' Warehousing Co. Ltd., province-wide	Cdn. Brewery Workers (CLC)	1,400	B
Caland Ore Co. Ltd., Atikokan	Steelworkers (AFL-CIO/CLC)	400	CO

*See page 260 for definition of codes.

**Federal jurisdiction

Negotiations in Progress during April 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Impeau Corp., Manufacturing Dept., Ottawa	Intl. Operating Engineers (AFL-CIO/ CLC)	220	B
Canada Forgings Ltd., Welland	Auto Workers (CLC)	230	CO
Canada Packers Ltd., York Farms Div., Brantford	Foodworkers (AFL-CIO/CLC)	220	CO
Canada Veneers Ltd., Pembroke	Carpenters (AFL-CIO/CLC)	240	B
Canadian Appliance Manufacturing Ltd. (Camco), Hamilton	Electrical Workers (UE) (CLC) (production empls.)	700	CO
Canadian Appliance Manufacturing Co. Ltd. (Camco), Weston	Steelworkers (AFL-CIO/CLC) (hourly- rated empls.)	500	B
Canadian Automatic Sprinkler Assn.	Plumbers (AFL-CIO/CLC)	675	B
Canadian Building Materials and others, Hamilton, London, Toronto and other centres, southwestern Ontario	Teamsters (Ind.) (ready-mix concrete empls., etc.)	1,130	CO
Canadian Carborundum Co. Ltd., Niagara Falls	Steelworkers (AFL-CIO/CLC)	300	B
Canadian Chromalox Co. Ltd., Toronto	Auto Workers (CLC)	510	B
Canadian Home Products Ltd., Niagara Falls	Foodworkers (AFL-CIO/CLC)	235	PCB
Canadian Johns-Manville Co. Ltd. (Port Union Plant), Scarborough	Cdn. Chemical Workers (Ind.)	420	MED
Canadian Rock Salt Co. Ltd. (Ojibway Mine), Windsor	Auto Workers (CLC)	229	PCB
Canadian Shipbuilding & Engineering Ltd. (Collingwood Shipyard Div.)	Steelworkers (AFL-CIO/CLC)	615	B
Canron Ltd. (Burlington and Stuart St. Plants), Hamilton	Steelworkers (AFL-CIO/CLC)	200	B
Canada Operations Ltd. (Airline Service Div.), Mississauga	Hotel Employees (AFL-CIO/CLC)	360	CO
Carleton University, Ottawa	Academic Staff Assn. (Ind.) (university professors, librarians and instructors)	645	B
Carleton University, Ottawa	Support Staff Assn. (Ind.) (clerical, technical, administrative and service empls.)	650	B
Carling O'Keefe Ltd. and Carling O'Keefe Transport Ltd., Toronto	Cdn. Brewery Workers (CLC)	462	B
Carleton Cards Ltd., Toronto	Greeting Card Workers Union of Canada (Ind.)	600	B

Negotiations in Progress during April 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg Sta
Carpenters Bargaining Agency for the Ont. Acoustical Assn., Ont. Caulking Contractors Assn., Ont. Labour Relations Bureau General Contractors Assn., Ont. Resilient Flooring Contractors Assn. and Industrial Contractors Assn. of Canada	Carpenters (AFL-CIO/CLC)	9,300	CO
Chatham Public General Hospital	Service Employees (AFL-CIO/CLC)	210	B
Chelsey Park Nursing Homes	Service Employees (AFL-CIO/CLC)	417	B
Clark Equipment of Canada Ltd. (Div. of BLH Canada Ltd.), St. Thomas	Machinists (AFL-CIO/CLC)	470	B
Columbus McKinnon Ltd., St. Catharines	Auto Workers (CLC)	200	MED
Connaught Laboratories Ltd., Bolton and Toronto	Employees' Assn. (Ind.) (clerical and technical empls.)	570	B
Council of Printing Industries of Canada, Toronto	Printing and Graphic Communications (AFL-CIO/CLC)	220	B
Council of Printing Industries of Canada, Toronto	Typographical Union (AFL-CIO/CLC)	535	CO
Courtaulds (Canada) Ltd. and Caravelle Carpets Ltd., Cornwall	Clothing and Textile Workers (AFL- CIO/CLC)	570	B
Crothers Ltd., Toronto	Auto Workers (CLC)	200	PCE
Dare Foods Ltd., Biscuit Div., Kitchener	Bakery Workers (AFL-CIO/CLC)	245	CO
Dayton Tire Canada Ltd., Whitby	Rubber Workers (AFL-CIO/CLC)	510	B
The De Havilland Aircraft of Canada, Toronto	Auto Workers (CLC) (hourly- rated empls.)	2,500	B
Dome Mines Ltd., South Porcupine	Steelworkers (AFL-CIO/CLC)	445	B
Dominion Stores Ltd., northern Ontario	Retail, Wholesale Union (AFL-CIO/ CLC) (full and part-time empls.)	655	B
Dominion Stores Ltd., Toronto	Retail, Wholesale Union (AFL-CIO/ CLC) (warehousemen)	990	B
Domtar Chemicals Ltd. (Sifto Salt Div., Goderich Mine)	Cdn. Chemical Workers (Ind.)	220	B
Domtar Construction Materials Ltd. (Gypsum Products Plant), Caledonia	Steelworkers (AFL-CIO/CLC)	220	B
Domtar Fine Papers Ltd., Cornwall	Cdn. Paperworkers (CLC) (mill empls.)	1,150	B
Domtar Packaging Ltd., Toronto	Cdn. Paperworkers (CLC)	300	B

Negotiations in Progress during April 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Douglas Aircraft Co. of Canada Ltd., Mississauga	Auto Workers (CLC)	1,450	PCB
Dubreuil Brothers Ltd., Dubreuilville	Employees' Assn. (Ind.)	276	B
Erham Board of Education	CUPE (CLC)	350	B
Flex Ltd., Toronto	Clothing and Textile Workers (AFL-CIO/CLC)	215	MED
B. Eddy Forest Products Ltd., Espanola	Cdn. Paperworkers (CLC) and IBEW (AFL-CIO/CLC) (mill empls.)	765	B
Dorado Nuclear Ltd., Port Hope**	Steelworkers (AFL-CIO/CLC)	310	B
Electrical Trade Bargaining Agency for the Ont. Electrical Contractors Assn.	Electrical Workers (IBEW) (AFL-CIO/CLC)	12,000	MED
Essex County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	530	PMB
Geobicoke Borough	CUPE (CLC) (outside empls.)	640	CO
Geobicoke Borough	Fire Fighters (AFL-CIO/CLC)	365	ARB
Geobicoke Borough Board of Education	CUPE (CLC) (caretakers, matrons and maintenance empls.)	515	B
Imperial Chemical Co. of Canada, Thorold	Intl. Chemical Workers (AFL-CIO)	238	B
Ingersoll-Packard Ltd., St. Catharines	Steelworkers (AFL-CIO/CLC)	274	MED
Ingersoll-Packard Ltd., Toronto	Electrical Workers (UE) (CLC)	200	CO
Ingersoll-Packard Canada Ltd., Textile and Chemical Plants, Guelph	Clothing and Textile Workers (AFL-CIO/CLC)	381	B
Intertec-Lennox and Addington County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (OTF)	212	ARB
Intertec Automatic Electric (Canada) Ltd., Brockville	Electrical Workers (IUE) (AFL-CIO/CLC)	935	B
International Foods Ltd., Cobourg	Foodworkers (AFL-CIO/CLC)	800	B
Intertec Spinning Mills Ltd., Hamilton	Clothing and Textile Workers (AFL-CIO/CLC)	320	B
Intertec Manufacturing of Canada Ltd., Mechanical Products Div., St. Thomas	Machinists (AFL-CIO/CLC)	400	B
Intertec Lakes Paper Co. Ltd., Thunder Bay	Cdn. Paperworkers (CLC)	1,700	B
Intertec Industries Ltd., Bauer Div., Kitchener	United Shoe Workers (AFL-CIO/CLC)	440	B
Intertec Oil Canada Ltd., province-wide	Oil, Chemical and Atomic Workers (AFL-CIO/CLC) (refining and marketing empls.)	500	CO

Negotiations in Progress during April 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg' Stag
Halton Regional Police	Police Assn. (Ind.)	260	B
Hamilton City Board of Education	CUPE (CLC) (caretakers, maintenance empls. and bus drivers)	256	B
Hamilton City Hydro Electric Commission	Electrical Workers (IBEW) (AFL-CIO/ CLC)	300	B
Hamilton Civic Hospitals	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	735	MED
Hamilton-Wentworth Regional Board of Commissioners of Police	Police Assn. (Ind.)	690	B
Hamilton-Wentworth Regional Municipality	CUPE (CLC) (outside empl.)	232	B
H.J. Heinz Co. of Canada Ltd., Leamington	Foodworkers (AFL-CIO/CLC)	1,000	CO
John T. Hepburn Ltd., Mississauga and Toronto Plants	Steelworkers (AFL-CIO/CLC)	204	B
Holiday Inn and four other hotels, Ottawa	Hotel Employees (AFL-CIO/CLC)	670	B
Holmes Foundry, Foundry Div., Sarnia	Auto Workers (CLC)	325	PCB
Imperial Tobacco Ltd./Ltee (Div. of Imasco Ltd.), Guelph	Tobacco Workers (AFL-CIO/CLC) (plant and warehouse empl.)	730	B
International Nickel Co. of Canada Ltd., Port Colborne	Steelworkers (AFL-CIO/CLC) (hourly- rated empl.)	1,180	B
International Nickel Co. of Canada Ltd., Sudbury	Steelworkers (AFL-CIO/CLC) (plant and mine empl.)	11,750	B
Kellogg Salada Canada Ltd., London	Millers (AFL-CIO/CLC)	650	B
Kerr Addison Mines, Virginia- town	Employees' Assn. (Ind.)	332	B
Kimberly-Clark of Canada Ltd., Terrace Bay	United Paperworkers (AFL-CIO/CLC) (mill empl.)	590	B
Kingston City Corp. (including Rideaucrest Home for the Aged)	CUPE (CLC)	310	B
Labourers Bargaining Agency for Labour Bureau of the Ont. General Contractors Assn., Ont. Masonry Industry Employers Council, Industrial Contractors Assn., Ont. Waterproofing Contractors Assn. and Ont. Concrete Floor Contractors Assn.	Labourers (AFL-CIO/CLC)	5,850	B

Negotiations in Progress during April 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
mbton County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	695	MED
mbton County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	525	ARB
urentian Hospital, Sudbury	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	219	ARB
berty Furniture Ltd., Toronto and Vaughan Twp.	Steelworkers (AFL-CIO/CLC)	220	CO
blaws Ltd., Ottawa and other centres	Retail Clerks (AFL-CIO/CLC) (full and part-time empls.)	685	B
blaws Ltd., Toronto and other centres	Retail Employees (CLC) (full and part-time empls.)	6,150	B
ndon City Board of Commis- sioners of Police	Police Assn. (Ind.) (policemen and civilian empls.)	441	B
ndon City Board of Education	CUPE (CLC) (office empls., full and part-time)	300	B
ndon City Corp.	Fire Fighters (AFL-CIO/CLC)	294	B
ndon Transportation Com- mission	Transit Union (AFL-CIO/CLC)	350	B
nsfield-Denman General Co. Ltd., Industrial Products Div., Welland	Rubber Workers (AFL-CIO/CLC)	460	B
ritime Employers' Assn., Hamilton Harbour Commission and Toronto Harbour Commission, Hamilton and Toronto**	ILA (AFL-CIO/CLC) (stevedores, etc.)	845	B
ttabi Mines Ltd., Mine and Plant Operations, Ignace	Steelworkers (AFL-CIO/CLC)	225	B
Graw-Edison of Canada, Ltd., Power Systems Div., Toronto	Steelworkers (AFL-CIO/CLC)	275	B
etropolitan Toronto Board of Commissioners of Police	Police Assn. (Ind.) (office, garage, parking control officers, etc.)	1,700	CO
etropolitan Toronto Board of Commissioners of Police	Police Assn. (Ind.) (policemen)	5,300	CO
etropolitan Toronto House Wreckers' Assn.	Labourers (AFL-CIO/CLC)	350	PCB
etropolitan Toronto Library Board	CUPE (CLC)	200	CO
etropolitan Toronto Painting Contracting Assn. (Residential Sector)	Painters (AFL-CIO/CLC)	300	B
etropolitan Toronto Road Builders Assn.	Intl. Operating Engineers (AFL-CIO/CLC)	200	B
Federal jurisdiction			

Negotiations in Progress during April 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg' Stag
Metropolitan Toronto Road Builders Assn.	Labourers (AFL-CIO/CLC) and Teamsters (Ind.)	200	CO
Metropolitan Toronto Sewer and Watermain Contractors Assn.	Intl. Operating Engineers (AFL-CIO/CLC)	320	B
Metropolitan Toronto Sewer and Watermain Contractors Assn.	Labourers (AFL-CIO/CLC) and Teamsters (Ind.)	1,500	B
Mississauga City Corp.	Fire Fighters (AFL-CIO/CLC)	282	B
Molson's Brewery (Ontario) Ltd. and W.J. Hyatt Transport Ltd., Toronto	Cdn. Brewery Workers (CLC) (production empls. and highway drivers)	585	B
Monarch Fine Foods Ltd., Toronto	Teamsters (Ind.)	250	B
Moore Corp. Ltd., Moore Business Forms Div., Fergus	Printing and Graphic Communications (AFL-CIO/CLC)	206	B
National Capital Roadbuilders Assn.	Intl. Operating Engineers (AFL-CIO/CLC), Labourers (AFL-CIO/CLC) and Teamsters (Ind.)	1,000	B
National Elevator and Escalator Assn. and Canadian Elevator Contractors Assn. Bargaining Council	Elevator Constructors (AFL-CIO/CLC)	1,200	B
National Research Council of Canada**	Employees' Assn. (Ind.) (clerical and regulatory group)	344	B
National Steel Car Corp. Ltd., Hamilton	Steelworkers (AFL-CIO/CLC)	700	MED
North York Borough	CUPE (CLC) (inside empls.)	530	CO
North York Borough	CUPE (CLC) (outside empls.)	710	CO
North York Borough	Fire Fighters (AFL-CIO/CLC)	570	B
North York Borough Board of Education	CUPE (CLC) (caretakers, matrons and bus drivers and office, clerical and technical empls.)	1,665	CO
North York Public Library Board	CUPE (CLC)	345	B
Northern Telephone Ltd., province-wide**	Communications Workers of Canada (CLC)	225	MED
Norton Co. Electric Furnace Plants, Chippawa	Intl. Chemical Workers (AFL-CIO)	335	B
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide	OPSEU (Ind.) (academic staff, librarians and counsellors)	6,155	MED
Ontario Erectors Assn.	Structural Iron Workers (AFL-CIO/CLC)	5,500	B
Ontario General Contractors Assn., Industrial Contractors Assn. of Canada, Ont. Waterproofing Contractors Assn. and Ont. Concrete Floor Contractors Assn. Labour Relations Bureau	Plasterers (AFL-CIO) (cement masons)	1,500	B

** Federal jurisdiction

Negotiations in Progress during April 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
ntario General Contractors Assn., Walls & Ceilings Contractors Assn. and Central Ontario Plastering Assn. Labour Relations Bureau	Plasterers (AFL-CIO) (plasterers)	1,800	B
ntario Government	OPSEU (Ind.) (institutional care and correctional services category)	9,355	MED
ntario Government (Employee Benefits)	OPSEU (Ind.) (classified public servants)	52,000	B
ntario Housing Corp., Toronto	CUPE (CLC) (maintenance empls.)	765	B
ntario Housing Corp. and all Housing Authorities, province- wide (except for Metro Toronto)	CUPE (CLC) (office and maintenance empls.)	800	B
ntario Hydro, province-wide	CUPE (CLC) (hydro empls.)	13,500	B
ntario Hydro (Generation and Distribution Projects Div.), province-wide	Office Employees (AFL-CIO/CLC)	350	B
ntario Industrial Roofing Contractors Assn.	Sheet Metal Workers (AFL-CIO/CLC)	600	B
ntario Liquor Control Board and Ontario Liquor Licence Board, province-wide	Ont. Liquor Control Board and Ont. Liquor Licence Board Employees' Assn. (NUPGE) (CLC)	3,485	B
ntario Masonry Industry Employers Council	Bricklayers (AFL-CIO/CLC)	4,250	B
ntario Mechanical Contractors Assn. Trade Bargaining Committee	Plumbers (AFL-CIO/CLC)	9,250	CO
ntario Millwrighting Con- tractors Assn.	Carpenters (AFL-CIO/CLC)	1,800	B
ntario-Minnesota Pulp and Paper Co. Ltd., Fort Frances	Machinists (AFL-CIO/CLC)	220	B
ntario-Minnesota Pulp and Paper Co. Ltd., Kenora	Machinists (AFL-CIO/CLC)	200	B
ntario-Minnesota Pulp and Paper Co. Ltd., Fort Frances and Kenora	United Paperworkers (AFL-CIO/CLC) (mill empls.)	930	B
ntario Paper Co., Ltd., Thorold	Cdn. Paperworkers (CLC), Cdn. Operating Engineers (CCU) and I.L.A. (AFL-CIO/CLC)	950	B
ntario Produce Co. Ltd., Ontario Food Div. of Oshawa Group Ltd., Malton and Toronto	Teamsters (Ind.)	350	CO
ntario Roadbuilders Assn. and Ont. Sewer and Watermain Contractors Assn. Labour Bureau	Intl. Operating Engineers (AFL- CIO/CLC), Labourers (AFL-CIO/CLC) and Teamsters (Ind.)	1,800	B

Negotiations in Progress during April 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg Sta
Ontario Sheet Metal and Air Handling Group	Sheet Metal Workers (AFL-CIO/CLC)	1,700	B
Ontario Terrazzo, Tile and Marble Guild, Inc.	Bricklayers (AFL-CIO/CLC)	5,000	B
Ontario Utility Contractors Assn.	Labourers (AFL-CIO/CLC)	500	B
Operating Engineers Employers Agency	Intl. Operating Engineers (AFL-CIO/ CLC)	2,600	CO
Otis Elevator Co. Ltd., Hamilton	Steelworkers (AFL-CIO/CLC)	410	MI
Ottawa Board of Education	CUPE (CLC) (office empls.)	600	B
Ottawa City	Fire Fighters (AFL-CIO/CLC)	515	B
Ottawa City	Police Assn. (Ind.)	590	B
Ottawa City and Regional Municipality of Ottawa- Carleton	CUPE (CLC) (civic empls.)	3,090	B
Ottawa Civic and other hospitals, province-wide	CUPE (CLC) (non-medical empls.)	18,000	B
Ottawa Mechanical Contractors Assn. (Residential Sector)	Plumbers (AFL-CIO/CLC)	250	B
Peel Regional Board of Com- missioners of Police	Police Assn. (Ind.)	570	CO
Philips Electronics Ltd. (Strathroy Furniture Div.)	Christian Labour Assn. (Ind.)	200	CO
Pilkinson Brothers (Canada) Ltd., Scarborough	Glass and Ceramic Workers (AFL-CIO/ CLC)	665	B
Pirelli Cables Ltd., Guelph	Steelworkers (AFL-CIO/CLC)	205	B
Port Arthur Shipbuilding Co., Thunder Bay	Steelworkers (AFL-CIO/CLC)	200	B
Port Weller Dry Docks Ltd.	Boilermakers (AFL-CIO/CLC) and Electrical Workers (IBEW) (AFL- CIO/CLC) (shipyard empls.)	560	B
Procor Ltd., Oakville	Boilermakers (AFL-CIO/CLC)	297	B
Queen's University, Kingston	CLC-Directly Chartered	350	B
RCA Ltd., Midland	Electrical Workers (IUE) (AFL-CIO/CLC)	730	B
RCA Ltd., Smiths Falls	Electrical Workers (IUE) (AFL-CIO/CLC)	272	B
Renfrew County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	435	ME
Rowntree Mackintosh Canada Ltd., Toronto	Retail, Wholesale Union (AFL- CIO/CLC)	780	CO
Royal York Hotel, Toronto	Hotel Employees (AFL-CIO/CLC)	870	B

Negotiations in Progress during April 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
ryerson Polytechnical Institute Board of Governors	Graduate Assistants Assn. (part-time and sessional instructors)	206	CO
St. Catharines General Hospital	Ont. Nurses' Assn. (Ind.)	360	PCB
St. Joseph Religious Hospitallers of Hotel Dieu, Windsor	Ont. Nurses' Assn. (Ind.)	312	ARB
St. Joseph Religious Hospitallers of Hotel Dieu, Windsor	Service Employees (AFL-CIO/CLC)	360	B
St. Joseph's Hospitals, Chatham and London	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	630	CO
St. Vincent Hospital, Ottawa	Intl. Operating Engineers (AFL-CIO/CLC)	450	PCB
Salvation Army Grace Hospital, Windsor	Service Employees (AFL-CIO/CLC) (Service Unit)	250	B
Samuel, Son & Co. Ltd., Mississauga	Steelworkers (AFL-CIO/CLC)	300	PCB
Sault Ste. Marie Board of Education	CUPE (CLC)	208	ARB
Scarborough Borough	CUPE (CLC) (outside empls.)	620	B
Scarborough Borough	Fire Fighters (AFL-CIO/CLC)	370	ARB
Scarborough Borough Board of Education	CUPE (CLC) (operations and maintenance empls.)	705	B
Scarborough Centenary Hospital Assn.	Ont. Nurses' Assn. (Ind.)	324	ARB
Scarborough Public Utilities Commission	Electrical Workers (IBEW) (AFL- CIO/CLC) (maintenance empls.)	250	B
Sauria Secord, Div. of Ault Foods (1975) Ltd., Toronto	Bakery Workers (AFL-CIO/CLC)	400	MED
Sherraton Centre and nine other hotels, Toronto	Hotel Employees (AFL-CIO/CLC)	4,700	CO
Silverwood Dairies, Div. of Silverwood Industries Ltd., Toronto	Cdn. Operating Engineers (CCU)	200	CO
Simmons Ltd., Bramalea	Electrical Workers (UE) (CLC)	230	CO
Spruce Falls Power and Paper Co., Ltd. and Kimberly- Clark of Canada Ltd., Kapuskasing	Cdn. Paperworkers (CLC) and Electrical Workers (IBEW) (AFL- CIO/CLC)	1,300	B
Square D Co. Canada Ltd., Toronto	Electrical Workers (UE) (CLC)	200	B
Stanton Pipes Ltd., Hamilton	Steelworkers (AFL-CIO/CLC)	230	PCB
Steel Co. of Canada Ltd. (Hilton Works), Hamilton	Steelworkers (AFL-CIO/CLC)	12,000	B
Steep Rock Iron Mines Ltd., Steep Rock Lake	Steelworkers (AFL-CIO/CLC)	460	CO

Negotiations in Progress during April 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg Sta
Steeplejack and Masonry Contractors Assn.	Plasterers (AFL-CIO)	230	B
Steinberg Ltd., southern Ontario	Foodworkers (AFL-CIO/CLC)	5,030	B
Sterling Drug Ltd., Aurora	Oil, Chemical and Atomic Workers (AFL-CIO/CLC)	225	B
Sterling Packaging Products Ltd., Toronto	Printing and Graphic Communications (AFL-CIO/CLC)	200	C
Storwal International Ltd., Pembroke	Steelworkers (AFL-CIO/CLC)	300	B
Sudbury Regional Police Dept.	Police Assn. (Ind.)	215	B
Sunar Ltd. (Steel Div.), Waterloo	Steelworkers (AFL-CIO/CLC) (hourly-rated and office empls.)	254	B
Sunbeam Corp. (Canada) Ltd., Toronto	CLC-Directly Chartered	313	C
Sunnybrook and other hospitals, Toronto and other centres	Service Employees (AFL-CIO/CLC) (non-medical empls.)	9,000	A
TRW Canada Ltd., United-Carr Div., Brantford	Employees' Assn. (Ind.)	370	B
Thunder Bay City Corp. (City Hall)	CUPE (CLC) (inside empls.)	320	B
Thunder Bay City Corp., Grandview Lodge and Dawson Home for the Aged	Service Employees (AFL-CIO/CLC)	360	B
Toronto City	Fire Fighters (AFL-CIO/CLC)	1,290	B
Toronto City Board of Education	CUPE (CLC) (caretakers and maintenance empls.)	700	C
Toronto City Board of Education	CUPE (CLC) (chief caretakers and stationary engineers)	260	M
Toronto City Board of Education	CUPE (CLC) (non-teaching empls.)	400	B
Toronto City Board of Education (Public Schools Sector)	CUPE (CLC) (office and clerical empls.)	250	B
Toronto City Board of Education	Council of Trade Unions (AFL-CIO/CLC)	404	M
Toronto Cloak Manufacturers Assn.	Ladies Garment Workers (AFL-CIO/CLC)	800	B
Toronto Dress and Sportswear Mfgs. Guild (Dress and Sportswear Div.)	Ladies Garment Workers (AFL-CIO/CLC)	1,200	B
Toronto Electrical Contractors Assn. (Residential Sector)	Electrical Workers (IBEW) (AFL-CIO/CLC)	500	P
Toronto Heavy Construction Assn. (Subway and General)	Labourers (AFL-CIO/CLC)	300	B

Negotiations in Progress during April 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Ontario Hotel Assn.	Hotel Employees (AFL-CIO/CLC)	1,000	B
Ontario Masonry Contractors Assn.	Bricklayers Independent Union (bricklayers and stonemasons and bricklayers' assistants)	1,700	CO
Ontario Metropolitan and Toronto City	CUPE (CLC) (inside and outside empls.)	9,905	MED
Ontario Public Library Board	CUPE (CLC)	375	B
Ontario Star Newspapers Ltd.	Newspaper Guild (AFL-CIO/CLC)	1,400	CO
Union Carbide Canada Ltd. (Carbon Products, Metals), Welland	Electrical Workers (UE) (CLC)	500	CO
United Co-operatives of Ontario, Tend-R-Fresh Plant, Petersburg	Foodworkers (AFL-CIO/CLC)	205	MED
University of Guelph	Staff Assn. (Ind.) (office, clerical, laboratory, technical and agriculture empl.s.)	950	B
University of Ottawa	Professors Assn. (Ind.)	850	B
University of Windsor (Maintenance Dept.)	CUPE (CLC)	225	MED
University of Windsor	Service Employees (AFL-CIO/CLC) (office and clerical empl.s.)	325	B
Victoria Hospital Corp., London	Office Employees (AFL-CIO/CLC)	350	ARB
Victoria and other area hospitals, London and other centres	Service Employees (AFL-CIO/CLC) (non-medical empl.s.)	3,100	B
BCO Ltd., Stoney Creek	Electrical Workers (UE) (CLC)	230	B
Gram Walker & Sons Ltd., Walkerville	Auto Workers (CLC)	700	WS
Harthead Co. of Canada Ltd., St. Thomas	Machinists (AFL-CIO/CLC)	200	B
Northworth County Board of Education	CUPE (CLC)	200	CO
Northworth County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	413	MED/WS
Stelco Canada, Peterborough	Electrical Workers (IUE) (AFL-CIO/ CLC)	270	B
Steel-Rosco Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	330	B
Stinghouse Canada Ltd., Hamilton	Electrical Workers (UE) (CLC)	2,000	CO
Stinghouse Canada Ltd., London	Electrical Workers (UE) (CLC)	325	PCB
Windsor Board of Education	CUPE (CLC) (caretakers, maintenance empls. and bus drivers)	310	CO

Negotiations in Progress during April 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg Stap
Windsor Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	805	M
Windsor Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	740	M
Windsor City Corp.	CUPE (CLC) (inside empls.)	650	B
Windsor City Corp.	Fire Fighters (AFL-CIO/CLC)	274	B
Windsor Metropolitan General Hospital	Service Employees (AFL-CIO/CLC)	200	B
Windsor Utilities Commission	Electrical Workers (IBEW) (AFL- CIO/CLC)	225	B
Windsor Western Hospital Centre, Inc. (I.O.D.E. Unit)	Service Employees (AFL-CIO/CLC) (General Unit)	230	B
Workmen's Compensation Board, province-wide	CUPE (CLC) (rehabilitation workers, clerks, registered nurses, etc.)	1,200	M
York Borough Board of Education	CUPE (CLC)	230	B
York Borough Corp. (Works, Parks and Recreation Depts.)	CUPE (CLC)	300	B
York Regional Municipality (Maintenance and Land Div.)	CUPE (CLC)	275	B
York Regional Municipality (Police Dept.)	Police Assn. (Ind.)	295	B
York University, Toronto	Faculty Assn. (Ind.)	1,040	B
<u>MORE THAN ONE PROVINCE</u>			
Abitibi Paper Co. Ltd. and subsidiaries, Que. and Ont.	Cdn. Paperworkers (CLC)	3,525	B
Air Canada, system-wide**	Air Line Flight Attendants (CLC)	2,700	B
Air Canada, system-wide**	Air Line Pilots (Ind.)	1,500	CF
Air Canada, system-wide**	Machinists (AFL-CIO/CLC) (mainten- ance, overhaul, etc., empls.)	7,250	B
Bell Canada, Nfld., Que., Ont. and N.W.T.**	Communications Workers of Canada (CLC) (craft and service empls.)	13,000	CO
Bell Canada, Que. and Ont.**	Communications Union Canada (Ind.) (traffic operators and dining service empls.)	8,000	BO
CIP Containers, Pointe-aux-Trem- bles, Que. and Burlington, London, Markham and Rexdale, Ont.	Cdn. Chemical Workers (Ind.) and Cdn. Paperworkers (CLC)	950	B
CP Air, system-wide**	Air Line Pilots (Ind.)	600	B

**Federal jurisdiction

Negotiations in Progress during April 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Air, system-wide**	Machinists (AFL-CIO/CLC)	1,750	B
nada Cement Lafarge Ltd., N.S., N.B. and Ont.	Cement Workers (AFL-CIO/CLC)	500	B
nada Packers Ltd. and Wilsil Ltd., P.E.I., Que., Ont., Man., Sask., Alta. and B.C.	Foodworkers (AFL-CIO/CLC)	5,800	CO
nadian Broadcasting Corp., Canada-wide**	CUPE (CLC) (office and professional empls.)	2,530	CB
nadian Broadcasting Corp., Canada-wide**	CUPE (CLC) (stage hands, etc.)	1,200	CB
nadian Broadcasting Corp., Canada-wide**	Syndicat des Employes de Production du Quebec (Ind.) (stagehands, etc.)	850	B
nadian International Paper Co. and New Brunswick Inter- national Paper Co., N.B., Que. and Ont.	Cdn. Paperworkers (CLC) and IBEW (AFL-CIO/CLC) (mill empls.)	4,335	B
nadian Lake Carriers Assn., Great Lakes and St. Lawrence**	Marine Officers (AFL-CIO/CLC) (marine engineer officers)	500	B
nadian Lake Carriers Assn., Great Lakes and St. Lawrence**	Merchant Service Guild (CLC) (deck officers)	500	B
nadian Lake Carriers Assn., Great Lakes and St. Lawrence**	Seafarers (AFL-CIO/CLC) (unlicensed empls.)	2,240	CO
minion Stores Ltd., Hull, Que. and Toronto and other centres, Ont.	Retail, Wholesale Union (AFL-CIO/ CLC)	11,000	B
B. Eddy Forest Products Ltd., Hull, Que. and Ottawa, Ont.	Cdn. Paperworkers (CLC) and Machinists (AFL-CIO/CLC) (mill empls.)	1,630	B
overnment of Canada (Treasury Board)**	Cdn. Union of Professional and Technical Employees (Ind.) (translation group)	1,175	B
overnment of Canada (Treasury Board)**	Economists, Sociologists and Statisticians Assn. (Ind.)	2,465	B
overnment of Canada (Treasury Board)**	Electrical Workers (IBEW) (AFL- CIO/CLC) (electronics group)	3,025	B
overnment of Canada (Treasury Board)**	Merchant Service Guild (CLC) (ships' officers)	1,305	B
overnment of Canada (Treasury Board)**	Postal Officials (Ind.) (postal supervisors)	3,930	B
overnment of Canada (Treasury Board)**	Postal Workers (CLC) (postal opera- tions group, non-supervisory)	19,280	CB
overnment of Canada (Treasury Board)**	Professional Institute (PIPS) (Ind.) (commerce group)	1,475	B
overnment of Canada (Treasury Board)**	PIPS (Ind.) (computer systems administration group)	2,115	B

* Federal jurisdiction

Negotiations in Progress during April 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg. Stag
Government of Canada (Treasury Board)**	PIPS (Ind.) (nursing group)	2,110	CB
Government of Canada (Treasury Board)**	PIPS (Ind.) (physical sciences group)	545	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (scientific research group)	2,045	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (veterinary science group)	550	B
Government of Canada (Treasury Board)**	Public Service Alliance of Canada (PSAC) (CLC) (administrative services group)	4,740	B
Government of Canada (Treasury Board)**	PSAC (CLC) (clerical and regulatory group)	46,780	CO
Government of Canada (Treasury Board)**	PSAC (CLC) (communications group)	855	B
Government of Canada (Treasury Board)**	PSAC (CLC) (correctional group, supervisory and non-supervisory empls.)	3,605	CO
Government of Canada (Treasury Board)**	PSAC (CLC) (data processing group)	3,285	B
Government of Canada (Treasury Board)**	PSAC (CLC) (education group)	3,585	CO
Government of Canada (Treasury Board)**	PSAC (CLC) (engineering and scientific support group)	8,080	CO
Government of Canada (Treasury Board)**	PSAC (CLC) (financial administration group)	1,550	B
Government of Canada (Treasury Board)**	PSAC (CLC) (fire fighters, supervisory and non-supervisory)	1,520	B
Government of Canada (Treasury Board)**	PSAC (CLC) (general services group, supervisory and non-supervisory)	13,550	B
Government of Canada (Treasury Board)**	PSAC (CLC) (general technical, social science support and technical inspection groups)	4,945	B
Government of Canada (Treasury Board)**	PSAC (CLC) (hospital services group, supervisory and non-supervisory)	4,155	B
Government of Canada (Treasury Board)**	PSAC (CLC) (information services group)	845	B
Government of Canada (Treasury Board)**	PSAC (CLC) (lightkeepers, supervisory and non-supervisory)	540	B
Government of Canada (Treasury Board)**	PSAC (CLC) (office equipment operations group)	685	B
Government of Canada (Treasury Board)**	PSAC (CLC) (programme administration group)	21,510	CO

** Federal jurisdiction

Negotiations in Progress during April 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Government of Canada (Treasury Board)**	PSAC (CLC) (secretarial, stenographic and typing group)	12,320	B
Government of Canada (Treasury Board)**	PSAC (CLC) (welfare programme group)	1,560	B
Greyhound Lines of Canada, system-wide**	Transit Union (AFL-CIO/CLC) (operators, maintenance and terminal empls.)	900	B
St. Lawrence Seaway Authority, Que. and Ont.**	Railway, Transport and General Workers (CBRT) (CLC) (Operational & Maintenance Agreement and Headquarters Agreement)	1,170	B
Saskatchewan Wheat Pool, Thunder Bay, Ont., Winnipeg, Man., Regina, Sask. and Vancouver, B.C.**	Grain Services Union (CLC) (office empls., extension div. and farm service centres)	1,100	CO
Steel Co. of Canada Ltd., Que., Ont. and Alta.	Steelworkers (AFL-CIO/CLC) (hourly-rated and production empls.)	3,575	B
Swift Canadian Co. Ltd., Ont., Man., Alta. and B.C.	Foodworkers (AFL-CIO/CLC) (production empls.)	1,850	CO
Upper Lakes Shipping, Great Lakes and St. Lawrence**	Railway, Transport and General Workers (CBRT) (CLC) (unlicensed personnel)	525	B

Definitions of Codes for Negotiation Stages

B	-	Direct Bargaining
DMO	-	Direct Mediation Officer
CO	-	Conciliation
CB	-	Conciliation Board
MED	-	Mediation
PCB	-	Post Conciliation Bargaining
ARB	-	Arbitration
WS	-	Work Stoppage
B/WS	-	Bargaining After a Work Stoppage
MED/WS	-	Mediation During a Work Stoppage
F	-	Fact Finder
PMB	-	Post Mediation Bargaining
PFB	-	Post Fact Finder Bargaining
(R)	-	(R) following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in May 1978

Employer and Location	Union	No. of Empls
Alcan Canada Products, Kingston	Machinists (AFL-CIO/CLC)	310
Alcan Canada Products, Kingston	Steelworkers (AFL-CIO/CLC)	790
American-Standard, Div. of Wabco-Standard Ltd., Lansdowne Plant, Toronto	Potters (AFL-CIO/CLC)	221
Atomic Energy of Canada Ltd. (Commercial Pro- ducts Div.), Ottawa	CLC-Directly Chartered	232
Atomic Energy of Canada Ltd. (Nuclear Labs), Chalk River and Deep River	Several Unions	910
Borg-Warner (Canada) Ltd., Long Manufacturing Div., Cambridge	Machinists (AFL-CIO/CLC)	200
Bridge & Tank Co. of Canada Ltd., Bridge Div., Hamilton	Steelworkers (AFL-CIO/CLC)	450
Burns Meats Ltd., Kitchener	Foodworkers (AFL-CIO/CLC)	420
CTV Television Network Ltd., province-wide	Cdn. TV and Radio Artists (CLC) (performers)	1,000
CTV Television Network Ltd., province-wide	Cdn. TV and Radio Artists (CLC) (writers)	300
Campeau Corp., Manufacturing Dept., Ottawa	Intl. Operating Engineers (AFL-CIO/CLC)	220
Canada Packers, Toronto and Bramalea	Foodworkers (AFL-CIO/CLC)	2,035
Canadian International Paper Co., Container Div., Intercity	Cdn. Paperworkers (CLC) and Cdn. Chemical Workers (Ind.)	525
Canadian Lake Carriers Assn., province-wide	Marine Officers (AFL-CIO/CLC)	200
Canadian Lake Carriers Assn., province-wide	Merchant Service Guild (CLC)	360
Canadian Lake Carriers Assn., province-wide	Seafarers (AFL-CIO/CLC)	860
Clark Equipment of Canada Ltd. (Div. of BLH Canada Ltd.), St. Thomas	Machinists (AFL-CIO/CLC)	470
Dayton Tire Canada Ltd., Whitby	Rubber Workers (AFL-CIO/CLC)	510
Dominion Stores Ltd., Sault Ste. Marie and northern Ontario	Retail, Wholesale Employees (AFL-CIO/CLC)	350
Dominion Stores Ltd., Sudbury	Retail, Wholesale Employees (AFL-CIO/CLC) (part-time empls.)	230
Fiberglas Canada Ltd., Textile and Chemical Plants, Guelph	Clothing and Textile Workers (AFL-CIO/CLC)	381
GTE Automatic Electric Canada, Brockville	Electrical Workers (IUE) (AFL-CIO/CLC)	935
General Foods, Cobourg	Foodworkers (AFL-CIO/CLC)	800
Glendale Spinning Mills Ltd., Hamilton	Clothing and Textile Workers (AFL-CIO/CLC)	320

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in May 1978 (Cont'd)

Employer and Location	Union	No. of Empls.
Globe Mills, Meaford	Clothing and Textile Workers (AFL-CIO/CLC)	264
Gould Manufacturing of Canada Ltd., Mechanical Products Div., St. Thomas	Machinists (AFL-CIO/CLC)	400
John T. Hepburn Ltd., Toronto and Mississauga	Steelworkers (AFL-CIO/CLC)	204
Kitchener City Corp., Transit Div., Supply and Services Dept.	Railway, Transport and General Workers (CLC)	209
Levesque Plywood Ltd., Hearst	Carpenters (AFL-CIO/CLC)	280
Loblaws Ltd., Intercity	Retail Clerks (AFL-CIO/CLC)	685
McGraw-Edison of Canada Ltd., Power Systems Div., Scarborough	Steelworkers (AFL-CIO/CLC)	275
Mansfield-Denman General Co. Ltd., Industrial Products Div., Welland	Rubber Workers (AFL-CIO/CLC)	460
Mattabi Mines Ltd., Mine and Plant Operations, Ignace	Steelworkers (AFL-CIO/CLC)	225
G. H. Normick Ltd., Cochrane Div.	Carpenters (AFL-CIO/CLC)	230
Northern Wood Preservers Ltd., Thunder Bay	Carpenters (AFL-CIO/CLC)	325
Norton Co., Electric Furnace Plants, Chippawa	Intl. Chemical Workers (AFL-CIO)	335
Ontario Millwrighting Contractors Assn.	Carpenters (AFL-CIO/CLC)	1,800
Ontario Utility Contractors Assn.	Labourers (AFL-CIO/CLC)	500
Ottawa Roman Catholic Separate School Board	Hotel Employees (AFL-CIO/CLC)	245
Port Weller Dry Docks Ltd., St. Catharines	Boilermakers (AFL-CIO/CLC) and Electrical Workers (IBEW) (AFL-CIO/CLC)	560
Procor Ltd., Oakville	Boilermakers (AFL-CIO/CLC)	297
RCA Ltd., Midland	Electrical Workers (IUE) (AFL-CIO/CLC)	730
St. Joseph Religious Hospitallers of Hotel Dieu, Windsor	Service Employees (AFL-CIO/ CLC)	360
Salvation Army Grace Hospital, Windsor	Service Employees (AFL-CIO/ CLC) (Service Unit)	250
Samuel, Son & Co. Ltd., Mississauga	Steelworkers (AFL-CIO/CLC)	300
Scarborough General Hospital, Scarborough	Ont. Public Service Employees Union (Ind.) (office and clerical empls.)	222
Somerville Belkin Industries Ltd., London	Cdn. Chemical Workers (Ind.)	220
Stanton Pipes Ltd., Hamilton	Steelworkers (AFL-CIO/CLC)	230

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in May 1978 (Cont'd)

Employer and Location	Union	No. of Empls.
Sterling Drug Ltd., Aurora	Oil, Chemical and Atomic Workers (AFL-CIO/CLC)	22
Sunar Ltd. (Steel Div.), Waterloo	Steelworkers (AFL-CIO/CLC) (hourly-rated and office empls.)	25
Swift Canadian Co., Toronto	Foodworkers (AFL-CIO/CLC)	52
Toronto Masonry Contractors Assn., Inc., province-wide	Bricklayers Independent Union (bricklayers and stonemasons)	1,10
Toronto Masonry Contractors Assn., Inc., province-wide	Bricklayers Independent Union (bricklayers' assistants)	60
Treasury Board of Canada, province-wide	Electrical Workers (IBEW) (AFL-CIO/CLC) (electronics group)	93
Weldwood of Canada Ltd., Longlac Plywood Div.	Carpenters (AFL-CIO/CLC)	30
Windsor Metropolitan General Hospital	Service Employees (AFL-CIO/CLC)	20
Windsor Western Hospital Centre Inc. (I.O.D.E. Unit)	Service Employees (AFL-CIO/CLC) (General Unit)	23
York County Board of Education	CUPE (CLC) (office, clerical and technical empl.)	30

CA1
L
-C53

Government
Publications



Labour
Canada Travail
Canada



Ontario

LABOUR CANADA
OTTAWA

ONTARIO MINISTRY OF LABOUR
TORONTO

3

COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
May 1978

Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

Foreword

This report consists of four sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in May 1978, and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries - the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

Some of the settlements note that the wage increases are subject to the approval of the Anti-Inflation Board. This note is generally included only when part of an increase is withheld pending the Board's decision. It is not extended to other settlements which may require AIB approval, even if the wage increases appear to exceed the anti-inflation guidelines.

The second section of the report lists rulings made by the Anti-Inflation Board in May 1978 on settlements which were reported previously. The list includes only those rulings which have come to the attention of the Ministry and it may be incomplete. The action taken by the Board is indicated in terms of whether the Board approved or disapproved the settlements.

The third section lists the negotiations underway in May 1978. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The fourth section lists the agreements that are scheduled to expire in June 1978.

This report was prepared jointly by Labour Canada and the Ontario Ministry of Labour. Labour Canada reports on non-construction situations covering 500 or more employees. The Ontario Ministry of Labour reports on non-construction situations covering 200 to 499 employees and on all construction situations covering 200 or more employees.

May 29, 1978

Contents

	Page
Index to Settlements Reported	264
May 1978 Settlements	
Food and Beverage	268
Leather	270
Textile	271
Primary Metal	272
Machinery	273
Transportation Equipment	274
Electrical Products	275
Non-Metallic Mineral Products	280
Petroleum and Coal Products	281
Miscellaneous Manufacturing	281
Mines	282
Transportation	283
Storage	285
Electric Power, Gas and Water Utilities	285
Wholesale Trade	287
Education and Related Services	288
Services to Business Management	294
Personal Services	295
Federal Administration	296
Provincial Administration	298
Local Administration	299
Construction	306
Addendum	
December 1977 Settlements	309
April 1978 Settlements	309
Anti-Inflation Board Rulings in May 1978	315
Negotiations in Progress during May 1978 Covering 200 or More Employees	316
Collective Bargaining Agreements Covering 200 or More Ontario Employees Expiring in June 1978	336

Highlights

Electric Power Utilities Settlements. A new province-wide agreement was concluded in May in direct bargaining between Ontario Hydro and its 14,915 hourly-rated and salaried employees represented by Local 1000 of the Canadian Union of Public Employees (CUPE). The previous one-year contract expired March 31, 1978, and, in consequence, the new settlement remains subject to the AIB guidelines for the remainder of this year. The one-year renewal agreement, recommended for acceptance by the union's Master Bargaining Committee in late March, was ratified by the members on May 9, 1978. It provided wage and salary increases ranging from 6 per cent for the lowest classification rates to 5.25 per cent at the top levels. The major benefits changes involved improvements in the existing dental plan and the admittance of probationary employees into the company's health and welfare programs. Additional improvements were also made in meal, tool, transportation and moving allowances, and in the retrogression provision covering employees transferred to lower-rated jobs as a result of medical or performance disability. The Ontario Hydro settlement usually serves as a pattern for the company's agreements with other unions representing plant operators, tradesmen and construction workers, as well as a wage-benefit model for agreements between various municipal utilities commissions and their employees.

Earlier this year, two other major hydro settlements were reached, also in direct bargaining. In January the London City Public Utilities Commission and CUPE Local 4 concluded a one-year agreement covering 355 plant, office and recreation department employees. It included a general wage increase of 5.7 per cent, plus a variety of improvements in fringe benefits and working conditions which brought the London workers' entitlements closer to those already enjoyed by their Ontario Hydro counterparts /for further details of the London P.U.C. settlement see p. 17 of the January 1978 issue of this report/.

The second settlement, ratified in April, involved 850 members of CUPE Local 1 employed by the Toronto Hydro-Electric System. It provided a two-step general wage and salary increase of 6.6 per cent in the first year, plus a second-year increase of 8 per cent effective February 1, 1979. In addition, the settlement, which involved two separate agreements, included a modified cost-of-living provision in the second year and a number of fringe benefit improvements /see pp. 212-213 of the April 1978 issue of this report for details/. However, the first year of the settlement remained subject to controls, and the AIB has since ruled that the originally negotiated compensation increases be reduced from 8.5 per cent to the 6 per cent arithmetic guideline.

School Support Staff Settlements. The Toronto City Board of Education and its 950 custodians, members of two locals of the Canadian Union of Public Employees (CUPE), ratified in

May a settlement which should set a pattern for other Metro borough school boards currently involved in negotiations affecting more than 5,000 non-teaching employees. Agreement was reached at the mediation stage a few hours before a strike deadline, averting a potential shutdown of the Toronto public school system. The major issues in dispute centered on wages, vacations and contract duration. The settlement, renewing two separate agreements which expired December 31, 1977, provided one-year general wage increases of 5.63 per cent for stationary engineers and chief caretakers, and 34 cents per hour (an average of 5.7 per cent) for caretakers and maintenance workers. Additional changes in both agreements included improvements in shift premiums, paid vacations, pension plan benefits and transportation allowances, whilst designated employees in the caretakers unit also received higher safety shoe allowances.

The terms of a settlement between Sault Ste. Marie Board of Education and CUPE Local 16, representing 342 plant department and clerical employees, were also finalized during May. The workers, without a contract since December 31, 1977, returned to work in early April following a work stoppage which began in February. At that time agreement was reached, with the assistance of a mediator, on a first year hourly wage increase of 31 to 32 cents (averaging 6 per cent) plus an improved welfare package. A number of outstanding issues, including the duration of the two contracts involved, were referred to arbitration. A binding arbitration award, released in May, extended the terms of the contracts by a further 14 months to February 29, 1980, and provided an additional hourly wage increase of 47 cents (an average of 6.5 per cent). Other changes, effective in January 1979, included introduction of a capped cost-of-living clause with a .6 adjustment factor, improvements in paid vacations and a new Sunday premium for plant department employees.

During the January-April period, 10 additional settlements, covering almost 3,500 non-teaching staff of several public school boards, were reached elsewhere in the province. Of the twelve renewal agreements involved, eight were settled in direct bargaining and four were resolved either at the conciliation or post-conciliation stage. All of the contracts were for a 12-month period, and, with one exception, provided wage increases ranging from 4.8 to 6 per cent. The exception was Lakehead Board of Education, where an average wage increase of 8 per cent was provided in a settlement re-negotiated following an AIB rollback of an earlier three-year pact originally scheduled to expire in December 1978. As of the end of May, negotiations had been successfully concluded in respect of 16 of the 40 major school support staff agreements due to be renewed in the 1978 bargaining round.

Ontario Public Service Settlements. About 52,000 Ontario civil servants in the bargaining unit represented by the Ontario Public Service Employees Union (OPSEU) accepted in May a new Employee Benefits agreement, replacing the previous contract which expired on September 30, 1977. The one-year renewal agreement, reached in direct negotiations, introduced a Short Term Sickness Plan to replace the previous accumulative sick leave plan which had provided bargaining unit members with 15 days of sick leave credits per year. In addition, improvements were made in provisions governing special and compassionate leave, termination payments, life insurance, long term income protection, and payment of health insurance premiums.

Earlier, in April, a service-wide OPSEU contract covering working conditions was ratified. The one-year agreement, expiring January 31, 1979, provided increased mileage allowances, a special paid union leave, and minor changes in the wording of a number of provisions /The settlement was reported on p 232 of the April 1978 issue of this publication/.

Finally, in March the government and OPSEU concluded settlements for four of the five salary bargaining units in the provincial public service whose contracts expired on December 31, 1977. The four new agreements affected a combined total of 27,900 employees, and in each case the negotiated salary increases, retroactive to January 1, 1978, averaged 5.3 per cent over a one-year term. /see pp 149-151 of the March 1978 issue of this report for details/. In the case of the fifth agreement, covering 9,500 members of the institutional care and correctional services category, the contract dispute has been referred to arbitration. This now represents the only salary agreement in the Ontario public service remaining to be settled; three other agreements, each expiring last September, were renewed for a 12-month period in December, 1977.

Index to Settlements Reported, May 1978

Employer and Location	Union	Page
Atomic Energy of Canada Ltd., Power Projects, Mississauga, Ont. and Montreal, Que.	Society of Professional Engineers and Associates (Ind.)	294
Bata Engineering, a Div. of Bata Industries Ltd., Batawa	Machinists (AFL-CIO/CLC)	273
Canada Packers Ltd., York Farms Div., Brantford	Foodworkers (AFL-CIO/CLC)	268
Canadian Chromalox Co., Ltd., Toronto	Auto Workers (CLC) (production empls.)	275
Canadian Home Products Ltd., Niagara Falls	Foodworkers (AFL-CIO/CLC) (plant, office and clerical empls.)	269
Canadian Johns-Manville Co. Ltd., Toronto	Cdn. Chemical Workers (Ind.)	280
Canadian Rock Salt Co. Ltd. (Ojibway Mine), Windsor	Auto Workers (CLC)	282
Cara Operations Ltd., Mississauga	Hotel Employees (AFL-CIO/CLC)	295
Crothers Ltd., Toronto	Auto Workers (CLC)	287
Du Pont of Canada Ltd., Nipissing Works, North Bay	Nipissing Independent Union	309
Elgin County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	288
Essex County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	288
Ferranti-Packard Ltd., Toronto	Electrical Workers (UE) (CLC)	276
Ferranti-Packard Ltd. (St. Catharines Div.)	Steelworkers (AFL-CIO/CLC)	277
Firestone Textiles Co., a Div. of Firestone Canada Ltd., Woodstock	United Textile Workers (AFL-CIO/CLC)	271
Frontenac-Lennox and Addington County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	289
Government of Canada (Treasury Board)	Public Service Alliance of Canada (PSAC) (CLC) (correctional group, supervisory and non-supervisory)	296
Government of Canada (Treasury Board)	PSAC (CLC) (general technical group, technical inspection group and social science support group)	297
Government of Canada (Treasury Board)	PSAC (CLC) (information services group)	298

Index to Settlements Reported, May 1978 (Cont'd)

Employer and Location	Union	Page
Greb Industries Ltd. (Bauer Div.), Kitchener	United Shoe Workers (AFL-CIO/CLC)	270
Hamilton-Wentworth Regional Municipality	CUPE (CLC)	299
Kellogg Salada Canada Ltd., London	Millers (AFL-CIO/CLC) (production empls.)	270
The Kendall Co., Toronto	Steelworkers (AFL-CIO/CLC)	310
Kerr Addison Mines Ltd., Virginiatown	Employees' Assn. (Ind.)	282
Laura Secord, Div. of Ault Foods (1975) Ltd., Scarborough	Bakery Workers (AFL-CIO/CLC) (full- time production empls.)	309
Maritime Employers Assn., Toronto Harbour Commissioners and Hamilton Harbour Commissioners, Toronto and Hamilton	Longshoremen (AFL-CIO/CLC)	283
Metropolitan Toronto Board of Commis- sioners of Police	Police Assn. (Ind.) (Unit A, Cler- ical; Unit B, Garage; Unit C, Parking Control Officers, Cadets and Matrons)	300
Metropolitan Toronto Residential Painting Contractors Assn.	Painters (AFL-CIO/CLC)	306
Mississauga City Corp.	Fire Fighters (AFL-CIO/CLC) (full- time empls.)	301
National Steel Car Corp. Ltd., Hamilton	Steelworkers (AFL-CIO/CLC) (production empls.)	274
Ontario Government (Employee Benefits)	OPSEU (Ind.) (classified public servants)	298
Ontario Hydro, province-wide	CUPE (CLC)	285
Ontario Masonry Industry Employers Council	Bricklayers (AFL-CIO/CLC) (brick- layers, stonemasons and plasterers)	306
Ontario Terrazzo, Tile and Marble Guild, Inc.	Bricklayers (AFL-CIO/CLC) (marble, tile, terrazzo and cement masons, and resilient floor layers and their helpers)	307
Otis Elevator Co. Ltd., Hamilton	Steelworkers (AFL-CIO/CLC)	273
Peel Regional Board of Commissioners of Police	Police Assn. (Ind.) (officers and cadets)	302
Perth County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	289
Pirelli Cables Ltd., Guelph	Steelworkers (AFL-CIO/CLC)	279
Queensway General Hospital Assn., Toronto	Ont. Nurses' Assn. (Ind.) (nurses, full and part-time)	311

Index to Settlements Reported, May 1978 (Cont'd)

Employer and Location	Union	Page
Ryerson Polytechnical Institute Board of Governors, Toronto	Graduate Assistants (Ind.) (part-time and sessional instructors)	293
The St. Lawrence Seaway Authority, Ont. and Que.	Railway, Transport and General Workers (CLC) (Operational and Maintenance Agreement and Headquarters Agreement)	284
Samuel, Son & Co. Ltd., Mississauga	Steelworkers (AFL-CIO/CLC)	287
Sarnia General Hospital	Ont. Nurses' Assn. (Ind.) (nurses, full and part-time)	312
Saskatchewan Wheat Pool, Thunder Bay, Ont., Winnipeg, Man., Regina, Sask. and Vancouver, B.C.	Grain Services Union (CLC) (Country Elevator Div., Head Office Div., Printing and Publishing Div., Livestock Div. and Construction and Repair Div.)	285
Sault Ste. Marie Board of Education	CUPE (CLC) (Plant Dept. empls. and clerical workers)	289
Scarborough Borough Corp.	CUPE (CLC) (outside empls.)	302
Scarborough Borough Corp.	Fire Fighters (AFL-CIO/CLC)	313
Shell Canada Ltd. (Sarnia Refinery), Corunna	Oil, Chemical and Atomic Workers (AFL-CIO/CLC)	281
Tend-R-Fresh Plant, United Co-operatives of Ontario, Petersburg	Foodworkers (AFL-CIO/CLC)	268
Thunder Bay City Board of Commissioners of Police	Police Assn. (Ind.) (policemen and civilian empls.)	303
Timmins District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	291
Toronto City Board of Education	CUPE (CLC) (chief caretakers and stationary operating engineers, and caretakers and maintenance)	292
Toronto Electrical Contractors Assn.	Electrical Workers (IBEW) (AFL-CIO/CLC) (residential construction)	308
Union Carbide Canada Ltd. (Carbon Plant and Metals Plant), Welland	Electrical Workers (UE) (CLC) (hourly-rated empls.)	272
Waterloo Regional Board of Commissioners of Police	Police Assn. (Ind.) (policemen)	304
Wentworth County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	293
Westclox Canada Ltd., Peterborough	Electrical Workers (IUE) (AFL-CIO/CLC)	281
Westinghouse Canada Ltd., London	Electrical Workers (UE) (CLC)	278

Index to Settlements Reported, May 1978 (Cont'd)

Employer and Location	Union	Page
Windsor City Corp.	Fire Fighters (AFL-CIO/CLC)	304
York Regional Board of Commissioners of Police	Police Assn. (Ind.)	304
York Regional Municipality (Office, Clerical, Technical, Engineering, Maintenance and Land Div.)	CUPE (CLC)	305

FOOD AND BEVERAGE

Tend-R-Fresh Plant, United Co-operatives of Ontario at Petersburg - Local P1116, Foodworkers (AFL-CIO/CLC): A 12-month renewal agreement effective from April 1, 1978 to March 31, 1979, covering 200 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Apr. 1/78</u>
	General Increase	22¢
	Group One (includes Packer)	\$4.93-\$5.48 (\$4.71-\$5.26)
	Group Six (includes Certified Mechanic)	\$5.90-\$6.60 (\$5.68-\$6.38)

Probationary period is 90 calendar days. Maximum rates are reached after increases at 45 and 90 calendar days.

Canada Packers Limited, York Farms Division at Brantford - Local 469, Foodworkers (AFL-CIO/CLC): A 12-month renewal agreement effective from December 12, 1977 to December 11, 1978, covering 210 employees, settled at the conciliation officer stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Dec. 12/77</u>
	General Increase	6%
	Production Category One (includes General Labour - Light)	\$4.38 (\$4.13)
	Mechanical Category Four (includes Electrician "A")	\$6.70 (\$6.32)

Health and Welfare: Weekly Indemnity Plan - Benefits increase to \$98 (\$92) per week for Production Categories 4 to 8, Mechanical and Engineering employees, and to \$88 (\$82) per week for employees in Production Categories 1 to 3, during first 4 weeks. Benefits increase to \$103 (\$97) per week for Production Categories 4 to 8, Mechanical and Engineering employees, and to \$93 (\$87) per week for Production Categories 1 to 3, for the fifth and subsequent weeks, up to a specified number of weeks depending on length of service.

Safety Shoe Allowance: Employer contributes \$12 (new) towards the cost of safety shoes.

Canadian Home Products Limited at Niagara Falls - Local P767, Foodworkers (AFL-CIO/CLC) (plant, office and clerical employees): Two 36-month renewal agreements effective from April 1, 1978 to March 31, 1981, covering 235 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	Apr. 1/78	Jan. 1/79
	General Increases	6%	15¢
	Additional Adjustments	Several new classifications added to the Plant bargaining unit	
	Grade 1 (includes General Production Worker)	\$4.97 (\$4.69)	\$5.12
	Grade XI (includes Electrician & Maintenance Mechanic)	\$6.64 (\$6.26)	\$6.79
	<u>Weekly Rates</u>		
	Grade VI (includes Receptionist)	\$157.00 (\$148.00)	\$163.00
	Grade 1 (includes Senior Accountant)	\$265.00 (\$250.00)	\$271.00
	Effective	Apr. 1/79	Apr. 1/80
	General Increases	9%	8%
	Additional Adjustments	Some regrouping of classifications in the Plant bargaining unit; some classification and inequity adjustments in the Office bargaining unit	
	Grade 1 (includes General Production Worker)	\$5.58	\$6.03
	Grade XII (XI) (includes Electrician & Maintenance Mechanic)	\$7.63	\$8.24
	<u>Weekly Rates</u>		
	Grade VI (includes Receptionist)	\$178.00	\$192.00
	Grade 1 (includes Senior Accountant)	\$301.00	\$325.00

Shift Premium: Effective April 1, 1979, 0-15¢-23¢ (0-14¢-20¢).

Bereavement Leave: Effective April 1, 1979, son-in-law and daughter-in-law are included for up to 1 day's paid leave.

Kellogg Salada Canada Ltd. at London - Local 154, Millers (AFL-CIO/CLC) (production employees): A 24-month renewal agreement effective from April 15, 1978 to April 14, 1980, covering 630 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Apr. 15/78</u>	<u>Apr. 15/79</u>
	General Increases	8.5%	8%
	Food Belt Inspector	\$6.69 (\$6.17)	\$7.23
	Helper	\$7.36 (\$6.78)	\$7.95
	Electrician	\$8.78 (\$8.09)	\$9.48

Shift Premium: 0-17¢-25¢ (0-17¢-22¢).

Paid Vacation: 4 weeks after 12 (15) years.

Job Security/
Technological
Change (new): A job guarantee for employees hired prior to November 30, 1977 is introduced, along with a plant-wide bumping system and up to 12 weeks' special severance pay for employees unable to be retrained.

Union Fees: To be deducted from all new employees immediately. (Previously, after 10-week probationary period.)

LEATHER

Greb Industries Limited (Bauer Division) at Kitchener - Local 308, United Shoe Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from March 29, 1978 to March 28, 1980, covering 440 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Mar. 29/78</u>	<u>Mar. 29/79</u>
	General Increases	15¢	32¢
	Cutting and Fitting Dept. Group E (includes Floater)	\$3.87-\$4.47 (\$3.72-\$4.32)	\$4.19-\$4.79
	Group A (includes Toolmaker)	\$5.65-\$6.35 (\$5.50-\$6.20)	\$5.97-\$6.67

Probationary period is 8 working weeks (3 months). Maximum rates reached on merit.

Shift Premium: 0-15¢-19¢ (0-14¢-18¢).

Paid Vacation: Effective June 1, 1978, 5 weeks after 25 (30) years and 6 weeks after 30 (35) years.

Bereavement Leave: Grandchild and grandparent are added for up to 3 days' paid leave.

Health and Welfare: OHIP - Effective May 1, 1978, employer pays \$13 (\$10) per month for single employees and \$26 (\$20) per month for employees with dependents.

TEXTILE

Firestone Textiles Co., a Division of Firestone Canada Ltd. at Woodstock - Local 115, United Textile Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from December 16, 1977 to December 15, 1980, covering 254 employees, settled at the conciliation officer stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Dec. 16/77</u>	<u>May 14/78</u>
	General	20¢	
	Increases		
	Inequity		6¢ for Cord Weaver
	Adjustments		and Loom Fixer, 7¢
			for Cloth Inspector
			and 10¢ for General
			Utility
	Tailing Hand	\$4.03	
		(\$3.83)	
	General	\$5.91	
	Maintenance	(\$5.71)	
	Effective	<u>Dec. 17/78</u>	<u>Dec. 16/79</u>
	General	32¢	32¢
	Increases		
	COLA Fold-in	8¢	
	Tailing Hand	\$4.43	\$4.75
	General	\$6.31	\$6.63
	Maintenance		

Cost of Living Allowance: 11¢ of the 19-cent COLA float remaining at the term of the previous agreement finances negotiated improvements in shift premium, vacation pay, life insurance and A.D. & D, and the new dental plan. The remaining 8¢ continues to float until December 17, 1978, when it is folded into the hourly rates.

Effective December 16, 1978, 3¢ (1¢) for each full 1% (0.5 point) increase in the Consumer Price Index, where 1971 (1961) equals 100. To be adjusted quarterly.

Shift Premium: Effective May 14, 1978, 0-14¢-18¢ (0-11¢-15¢). 21.3¢ (17.3¢) for employees working 12-hour night shifts.

Vacation Pay: 4% vacation pay for employees with less than 4 (5) years' seniority, 5% after 4 (5) years, 6% after 6 (8) years, 7% after 9 (10) years, 8% after 16 (20) years, 9% after 20 (25) years and 10% (new) after 25 years.

Effective May 14, 1978, minimum vacation pay is \$130 (\$100) for employees who were unable to work during a portion of the preceding year because of sickness or injury, and whose vacation pay is less than the minimum.

Paid Vacation: 3 weeks after 6 (8) years, 4 weeks after 16 (20) years and 5 weeks (new) after 25 years' service.

Bereavement Leave: Effective May 4, 1978, daughter-in-law, son-in-law and grandchildren are added for 1 day's paid leave.

Health and Welfare: Life Insurance - Effective May 4, 1978, \$8,000 (\$5,000).

Life Insurance for Future Retirees - Effective May 4, 1978, \$4,000 (\$2,500).

Dental Plan (new) - Effective May 15, 1978, employer pays 100% of cost of Blue Cross Basic Plan #7, plus Rider 1. Coverage is based on the 1978 Ontario Dental Association schedule of fees.

Safety Shoe Allowance: \$10 (\$5) toward the cost of up to two pairs per year for employees with less than 1 year's service.

\$20 (\$10) maximum per year for employees with more than 1 year's service.

PRIMARY METAL

Union Carbide Canada Ltd. (Carbon Plant and Metals Plant) at Welland - Local

523, Electrical Workers (UE) (CLC) (hourly-rated employees):
A 12-month renewal agreement effective from April 1, 1978 to March 31, 1979, covering 500 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Apr. 1/78</u>
	General Increase	5.3%
	Adjustment (various classifications)	5¢-10¢
	Janitor	\$6.68 (\$6.34)
	Tradesman "A" (includes Electrician)	\$8.60 (\$8.17)

Apprenticeship 4 (5) years of reasonably continuous employment.
Training Program Duration:

MACHINERY

Bata Engineering, a Division of Bata Industries Limited at Batawa - Local 1788,
Machinists (AFL-CIO/CLC): A 24-month renewal agreement effective from March 15, 1978 to March 14, 1980, covering 230 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>Mar. 15/78</u>	<u>Mar. 15/79</u>
	General Increases	6%	8%
	Material Handler	\$4.43-\$4.90 (\$4.18-\$4.62)	\$4.79-\$5.29
	Toolmaker A	\$6.76-\$7.34 (\$6.38-\$6.92)	\$7.30-\$7.93

Probationary period is 8 weeks. Maximum rates are reached after four 6-month increases.

Shift Premium: Effective March 15, 1978, 0-20¢-23¢ (0-18¢-21¢).
Effective March 15, 1979, 0-24¢-27¢.

Paid Holidays: Effective in 1979, the day before Christmas Day is added for a total of 11 (10) days. This day will be replaced by Heritage Day, if proclaimed.

Prescription Safety Glasses: \$18 (\$15) per year.

Safety Shoe Allowance: Employer pays up to \$30 annually towards the cost of safety shoes. (Previously, \$15 for 1 pair per year.)

Otis Elevator Company Ltd. at Hamilton - Local 7062, Steelworkers (AFL-CIO/CLC):
A 24-month renewal agreement effective from March 29, 1978 to March 28, 1980, covering 410 employees, settled with mediation assistance and ratified during a 2-day work stoppage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Mar. 29/78</u>	<u>Mar. 29/79</u>
	Increases	33¢; 33¢-46¢ for skilled trades	24¢-31¢; 28¢-42¢ for skilled trades
	Labourer	\$5.62-\$5.71 (\$5.29-\$5.38)	\$5.87-\$5.95
	Electronics Repairman	\$7.63-\$7.90 (\$7.25-\$7.44)	\$8.05-\$8.32

Probationary period is 60 worked days. Maximum rates are reached after two 6-month increases and a merit increase.

Cost of Living Allowance (new): Effective in the second contract year, 1¢ for each 0.5 increase in the Consumer Price Index, where 1971 equals 100. Capped at 20¢ per hour. To be adjusted quarterly and paid as an add-on.

Shift Premium: 0-20¢-23¢ (0-18¢-23¢).

Sunday Premium: \$1.10 (\$1.00) per hour for continuous operations.

Paid Vacation: Effective in the second contract year, 4 weeks after 14 (15) years and 6 weeks after 30 years (new).

Health and Welfare: Long Term Disability Plan (new) - Employer pays 100% of cost of premiums for a plan which provides benefits of \$400 per month.

Dental Plan (new) - Effective April 1, 1979, employer pays 100% of cost of Blue Cross #7 preventive basic dental care plan. Based on the 1977 Ontario Dental Association fee schedule. \$25/\$50 deductibles.

Pension Plan: Basic Benefit - Effective March 29, 1978, the amount of pension per month for each year of past and future service is increased to \$8.50 (\$8.00) and, effective March 29, 1979, to \$10.00.

Safety Shoe Allowance: Effective within the first six months of the contract, employer pays \$20 (\$3) per pair per year.

TRANSPORTATION EQUIPMENT

National Steel Car Corporation Ltd. at Hamilton - Local 7135, Steelworkers (AFL-CIO/CLC) (production employees): A 24-month renewal agreement effective from October 5, 1977 to October 4, 1979, covering 600 employees, settled with mediation assistance during a work stoppage.

Wages:	Effective	<u>Oct. 5/77</u>	<u>Oct. 5/78</u>
COLA Fold-in			30¢ (generated from previous agreement)
General Increases		36¢	25¢
Skilled Trades Adjustment			10¢
Janitor		\$5.84 (\$5.48)	\$6.39
Die Sinker Gr. 1		\$7.51 (\$7.15)	\$8.16

Cost of Living Allowance: Formula is suspended during the first year and reinstated in the second year. Uncapped quarterly adjustments equal 1¢ per .3 change in the Consumer Price Index occurring during any of the last 3 quarters. 1971 equals 100. Any allowance forthcoming will be subject to a diversion of 1¢ per quarter, to a maximum of 3¢, to finance health and welfare benefits. (Previous formula was similar to the above.)

Shift Premium: Effective October 5, 1978, 0-19¢-22¢ (0-17¢-20¢).

Sunday Premium (new): Effective October 5, 1978, \$1 per hour worked.

Paid Holidays: Effective in the second year, 1 floating holiday between Christmas and New Year's is added, for a total of 11 days.

Paid Vacation: Effective October 5, 1978, 4 weeks after 12 (13) years and 6 weeks after 28 (30) years.

Health and Welfare: Weekly Indemnity - Effective October 5, 1978, \$112 (\$98) per week.

OHIP - Effective June 1, 1978, the employer pays 100% of the premiums in effect at ratification (previously, 100% of the premiums in effect on October 1, 1975). Effective October 1, 1978, 100% of the premiums in effect on October 1, 1978.

Pension Plan: Basic Monthly Benefit - \$8 (\$7) per year of service. A year of service is now defined to mean a minimum of 1,600 (1,700) hours.

Supplemental Monthly Benefit - \$6.50 (\$5.50) per year of service, to a maximum of 30 years' service.

ELECTRICAL PRODUCTS

Canadian Chromalox Company, Ltd. at Toronto - Local 252, Auto Workers (CLC)
(production employees): A 36-month renewal agreement effective from April 29, 1978 to April 28, 1981, covering 500 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	Apr. 29/78	Apr. 29/79	Apr. 29/80
General Increases		44¢	40¢	7½%
Job Class Increment Increase		1¢-2¢*		
Adjustment for Maintenance and Tool Room Classifications		8¢		
Group 1 (includes Janitor)		\$6.51 (\$6.07)	\$6.91	\$7.41
Electrician Class 2		\$8.14 (\$7.62)	\$8.54	\$9.16

*10¢ (9¢) between Job Groups 1 to 6 and 7 and 8. 20¢ (18¢) between Job Groups 6 and 7.

Previous rates reflect a rollback by the Anti-Inflation Board.

Shift Premium: Effective the first year, 0-19¢-21¢ (0-18¢-20¢). Effective the second year, 0-20¢-22¢. Effective the third year, 0-21¢-23¢.

Paid Vacation: Effective the first year, 4 weeks after 14 (15) years. Effective the second year, 4 weeks after 13 years.

**Paid Leave/
Union Education
(new):** Employer contributes ½¢ per hour.

**Health and
Welfare:** Life Insurance - \$14,000 (previously, annual salary, with a minimum coverage of \$9,500).

A.D. & D. - \$28,000 (previously, twice annual salary, with a minimum coverage of \$19,000).

OHIP - Employer will absorb recent increase in premium costs.

Dental Plan (new) - Effective the second year, basic preventive coverage, with 80%/20% co-insurance and an annual deductible of \$10/\$20. Employer pays premium costs.

Ferranti-Packard Limited at Toronto - Local 525, Electrical Workers (UE) (CLC):
A 24-month renewal agreement effective from April 17, 1978 to April 17, 1980, covering 200 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Apr. 17/78</u>	<u>Apr. 17/79</u>
General Increases		40¢	28¢
Inequity Adjustment		13¢ for Lathe Operator, Milling Machine Operator and Machine Shop Fitter	
Additional Adjustment		Some classification regroupings	
Group 2 (includes Machine Operator Machine Shop)		\$6.04 (\$5.64)	\$6.32
Group 16 (includes Tool & Die Maker A)		\$7.77 (\$7.27)	\$8.05

Cost of Living Allowance: Effective in the second year, 1¢ per hour for each .34 increase in the Consumer Price Index, where 1971 equals 100. To be adjusted quarterly. (Previously, COLA was inactive. Formula was 1¢ per hour for each .45 increase in the CPI, where 1961 equals 100. Capped at 25¢ per year.)

**Health and
Welfare:** Weekly Indemnity Plan - Effective June 1, 1978, maximum benefit is \$160 (\$135) per week. Effective April 16, 1979, maximum increases to \$175 per week for new claims only.

Long Term Disability Plan - Effective June 1, 1978, \$135 (\$125) per week. Effective April 16, 1979, \$150 per week. These improved benefits are paid on new claims only. Effective June 5, 1978, existing claims' benefits increase by \$10 per week.

Extended Health Care Plan - Maximum benefit is \$750 (\$500).

Dental Plan (new) - Effective June 1, 1978, employer pays 100% of cost of basic Blue Cross Plan #7. Payments are based on the 1977 Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - \$7.50 (\$7.00) per month per year of service. Effective in the second year, benefit increases to \$8.00 per month per year of service.

Present Retirees - Benefit increases by \$10 per month.

Minimum Pension - \$160 (\$125) per month after 20 years' service.

Early Retirement - Reduction factor is 4% (6%) at age 61.

Ferranti-Packard Limited (St. Catharines Division) at St. Catharines - Local 5788, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from February 26, 1978 to February 23, 1980, covering 235 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	Feb. 26/78	Feb. 25/79
General Increase		25¢ for day workers, 17¢ for incentive workers	26¢ for day workers, 15¢ for incentive workers

Job Class Increment		1¢
---------------------	--	----

Skilled Trades Adjustment	Toolmaker "A", Mechanic "A", Electrician "A", Chief Mechanic, Chief Electrician, Electrician Refrigeration, Machinist "A", Lead Hand, Special Test, Tester "A" and Inspector Class 1 upgraded two Labour Grades
---------------------------	--

Day Rates

Labourer	\$5.36 (\$5.11)	\$5.64
Electrician "A"	\$6.96 (\$6.51)	\$7.40

Previous rates reflect a roll-back by the Anti-Inflation Board.

Cost of Living Allowance: Effective in the second year, 1¢ for each .34 increase in the Consumer Price Index, where 1971 equals 100. To be adjusted quarterly. (Provision was inoperative during the previous agreement.)

Paid Holidays: Effective in 1979, December 31 will replace the Friday before Labour Day, for a total of 12 days (unchanged).

Bereavement Leave: Legal guardian is added for up to three days' paid leave.

Health and Welfare: Weekly Indemnity Plan - Effective June 1, 1978, maximum is \$160 (\$135) per week. Effective February 25, 1979, maximum increases to \$175 per week.

Long Term Disability Plan - Effective June 1, 1978, \$135 (\$120) per week. Effective February 25, 1979, benefit increases to \$150 per week. Improved benefits paid on new claims only.

Dental Plan (new) - Effective June 1, 1978, employer pays 100% of cost of premiums of Basic Blue Cross Plan #7. No deductible. Payments are based on the 1977 Ontario Dental Association fee schedule.

Pension Plan: Past Service - Effective January 1978, \$7.00 (\$6.00) per month per year of service prior to 1966. Effective in 1979, \$8.00 per month per year of service. No deduction in credit service pension is made for absence due to illness.

Future Service - Effective in 1979, \$8.00 (\$7.00) per month per year of service.

Present Retirees - Retirees receive a 10-dollar per month increase over present pension payment.

Total and Permanent Disability - Effective May 19, 1978, minimum benefit increases to \$200 (\$160) per month.

Westinghouse Canada Limited at London - Local 546, Electrical Workers (UE) (CLC): A 12-month renewal agreement effective from April 5, 1978 to April 4, 1979, covering 325 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Apr. 5/78</u>	<u>Jan. 5/79</u>
	Increases	33.8¢-43.9¢	11.5¢-15.5¢
	Schedule "B" - Labour Grade 1 (includes Assembler)	\$5.637 (\$5.299)	\$5.792
	Schedule "A" - Labour Grade 3 (includes Material Handler)	\$5.940 (\$5.591)	\$6.059
	Schedule "A" - Labour Grade 12 (includes Maintenance Electrician)	\$7.459 (\$7.020)	\$7.608

Shift Premium: Effective January 5, 1979, 0-25¢-25¢ (0-20¢-20¢).

Paid Holidays: Effective in 1979, February 19 is added for a total of 13 days (unchanged). If Heritage Day, negotiated in the 1977-1978 contract, is proclaimed a holiday, it will replace February 19.

Paid Vacation: 4 weeks after 14 (15) years' service.

Health and Welfare and Pension Plan: Improvements in these benefit areas will reflect those negotiated in the Westinghouse Canada Limited Hamilton settlement with Electrical Workers (UE), Local 504.

Pirelli Cables Limited at Guelph - Local 3021, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from April 15, 1978 to April 15, 1980, covering 208 employees, settled at the bargaining stage. Duration of negotiations - 1½ months.

Wages: Each employee receives settlement pay of \$80, prorated where necessary.

Effective	<u>May 10/78</u>	<u>Apr. 15/79</u>
General Increases	35¢	50¢
General Helper	\$5.49 (\$5.14)	\$5.99
Classification K (includes Certified Electrician)	\$7.05 (\$6.70)	\$7.55

Shift Premium: Effective April 15, 1978, 0-18¢-23¢ (0-12¢-17¢). Effective April 15, 1979, 0-20¢-25¢.

Lead Hand Premium: Effective May 10, 1978, 20¢ (15¢) per hour.

Paid Vacation: Effective April 15, 1978, 3 weeks after 5 (6) years' service, 4 weeks after 14 (15) years and 5 weeks after 27 (29) years. Effective April 15, 1979, 4 weeks after 13 years' service and 5 weeks after 26 years.

Vacations are prorated in the year prior to the year in which an employee qualifies for an increased vacation entitlement (new).

Bereavement Leave: 1 day's paid leave is granted upon the death of a brother-in-law or sister-in-law (new).

Crown Witness Pay (new): Employer pays the difference between regular pay and crown witness duty pay.

Health and Welfare: Life Insurance - Effective April 15, 1978, \$7,000 (\$6,000) coverage. Effective April 15, 1979, \$8,000.

Weekly Indemnity Plan - Effective April 15, 1978, benefit is \$115 (\$90) per week, payable on a 1-8-39 (previously, 1-8-26) basis. Effective April 15, 1979, \$130 per week.

Dental Plan - Effective June 1, 1978, benefits improve to include the equivalent of Blue Cross Rider #1.

Pension Plan: Basic Benefit - Effective April 15, 1978, \$4.50 (\$3.27) per month per year of service. Effective April 15, 1979, \$4.75 per month per year of service.

Safety Shoe Allowance (new): Effective May 10, 1978, \$20 per employee per year.

NON-METALLIC MINERAL PRODUCTS

Canadian Johns-Manville Company Ltd. at Toronto - Local 26, Canadian Chemical Workers (Ind.): A 24-month renewal agreement effective from April 9, 1978 to April 8, 1980, covering 420 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 3½ months.

Wages:	Effective	<u>Apr. 9/78</u>	<u>Apr. 9/79</u>
	Increases	9.5% of basic rate applied to a pay-roll adder	10% of basic rate applied to a pay-roll adder
	General Worker	\$5.14 (\$4.76)	\$5.54
	Electrician	\$6.79 (\$6.28)	\$7.33

Cost of Living Allowance: The \$1.09 COLA float from the 1976-1977 agreement continues to float.

Provision is inoperative during the term of this agreement.

Shift Premium: 0-19¢-23¢ (0-18¢-22¢). Effective April 9, 1979, 0-22¢-26¢.

Health and Welfare: Weekly Indemnity - Effective June 1, 1978, \$100 (\$70) per week and, effective April 1, 1979, \$130. Payable, as previously, on a 1-8-26 basis.

Dental Plan (new) - Effective April 9, 1979, employer pays 100% of cost of premiums for the Blue Cross Basic Plan plus Rider 1, on a 60%/40% co-insurance basis. Coverage is based on the 1977 Ontario Dental Association schedule of fees.

Pension Plan: Basic Benefit - Effective June 1, 1978, \$7.50 (\$7.00) per month per year of service.

Vesting after 10 years' service (10 years' service plus age 45, previously).

Meal Allowance: Effective April 9, 1979, \$2.50 (\$2.00) voucher after 10 hours of overtime. After 12 hours of overtime, an additional \$1.50 (\$1.00) is added.

PETROLEUM AND COAL PRODUCTS

Shell Canada Limited (Sarnia Refinery) at Corunna - Local 9-848, Oil, Chemical and Atomic Workers (AFL-CIO/CLC): A 12-month renewal agreement effective from February 1, 1978 to January 31, 1979, covering 215 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Feb. 1/78</u>
	General Increase	6%
	Additional Adjustment	20¢ for Journeyman Mechanic*
	Regular Labourer	\$6.53 (\$6.16)
	Journeyman Mechanic	\$9.56 (\$8.82)
	Senior Process Operator	\$10.47 (\$ 9.88)

*Note: This adjustment is subject to approval by the Anti-Inflation Board and will precede the 6% general increase if approved.

MISCELLANEOUS MANUFACTURING

Westclox Canada Limited (formerly, General Time of Canada Limited) at Peterborough - Local 570, Electrical Workers (IUE) (AFL-CIO/CLC): A 24-month renewal agreement effective from April 23, 1978 to April 22, 1980, covering 275 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Apr. 23/78</u>	<u>Apr. 22/79</u>
	General Increases	6½%	6%
	Job Grade 1 (includes Assembler)	\$4.26-\$4.37 (\$4.00-\$4.10)	\$4.52-\$4.63
	Toolmaker 1	\$7.96 (\$7.47)	\$8.44

Maximum rate for Assembler is reached upon completion of 3-month probationary period.

Paid Vacation: Effective July 1, 1978, 6 weeks (new) after 35 years' service. Effective July 1, 1979, 4 weeks after 14 (15) years' service.

Bereavement Leave: Grandchild is added for 1 day's paid leave.

Health and Welfare: Life Insurance - Employer pays 100% of cost of premiums for plan with coverage of \$4,000 (\$3,000) for employees without dependents and \$8,000 (\$4,500) for employees with dependents.

OHIP - Employer pays 100% of increased premium cost.

Major Medical Plan (new) - Employer pays 100% of premium cost for plan with \$10/\$20 deductible. Plan includes semi-private hospital accommodation, drugs, etc..

Pension Plan: Basic Benefit - Maximum benefit increases to \$8.00 (\$7.50) per month per year of service.

Supplementary Pension (new) - Employer pays 50% of premium cost for a plan applicable to earnings in excess of the Y.M.P.E. as established by the C.P.P.. Benefit is 2% of earnings in excess of the Y.M.P.E..

Improvements in early retirement provisions and vesting are also provided.

MINES

Kerr Addison Mines Limited at Virginiatown - Employees' Association (Ind.): A 24-month renewal agreement effective from April 1, 1978 to March 31, 1980, covering 302 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	Apr. 1/78	Apr. 1/79
	General Increases	25¢	25¢
	COLA Fold-in	29¢	
	Surface Labourer	\$7.06 (\$6.52)	\$7.31
	Miner	\$7.54 (\$7.00)	\$7.79

Cost of Living Allowance: 1¢ for each full 0.4 increase in the Consumer Price Index, where 1961 equals 100. To be adjusted every four months. Triggered if the March, 1979 Index is 6% greater than the February, 1978 Index. (Formula is unchanged.)

Severance Pay: Hourly-rated employees laid off due to curtailment or closing of operations for lack of ore, or reaching the normal retirement age of 65 after April 1, 1978, receive severance pay in the amount of the employee's age times years of service times \$1.50, or \$5.00 per month of continuous service to a maximum of \$750, whichever is greater. (Previously, \$5.00 per month of continuous service, to a maximum of \$750.)

Safety Boot Allowance (new): Employer pays 50% of the cost of 1 pair per year.

Canadian Rock Salt Company Limited (Ojibway Mine) at Windsor - Local 195, Auto Workers (CLC): A 36-month renewal agreement effective from February 16, 1978 to February 15, 1981, covering 229 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Feb. 16/78</u>	<u>Feb. 16/79</u>	<u>Aug. 16/79</u>
	General Increases	47¢	15¢	15¢
	COLA Fold-in	76¢		
	Skilled Trades Adjustment			5¢
	Labourer	\$7.72 (\$6.49)	\$7.87	\$8.02
	Skilled Trades	\$8.75 (\$7.52)	\$8.90	\$9.10
	Effective	<u>Feb. 16/80</u>	<u>Aug. 16/80</u>	
	General Increases	15¢	10¢	
	Inequity Adjustments	5¢ for Assistant Stock Keeper, Shaft-man's Helper, and Fork Lift Operator		
	Labourer	\$8.17	\$8.27	
	Skilled Trades	\$9.25	\$9.35	

Previous rates reflect a 15-cent rollback in the 1975-1978 contract wage rates by the Anti-Inflation Board.

Cost of Living Provision:	Suspended during the first year.
	Effective in 1979, 1¢ for each .3 increase in the Consumer Price Index, where 1971 equals 100. To be adjusted quarterly (Formula is unchanged.)
Shift Premium:	Effective in 1980, 0-20¢-30¢ (0-20¢-25¢).
Paid Vacation:	Effective in 1980, 4 weeks after 14 (15) years.
Health and Welfare:	<u>Life Insurance</u> - Effective in 1979, \$13,000 (\$11,000) coverage.
	<u>Sickness and Accident Plan</u> - Benefit is \$260 or 80% of wages, whichever is greater, for 26 weeks, followed by 20 weeks at 50% of wages. (Previously, 100% of wages for 15 weeks and 50% of wages for 13 weeks.)
Safety Shoe Allowance:	Employer pays \$12 (\$10) per pair towards the cost of a maximum of 2 pairs per year.

TRANSPORTATION

Maritime Employers Association, Toronto Harbour Commissioners and Hamilton Harbour Commissioners - Longshoremen (AFL-CIO/CLC), Locals 1842 and 1843 at Toronto and Locals 1654 and 1879 at Hamilton: Five 36-month

renewal agreements effective from January 1, 1978 to December 31, 1980, covering a total of 780 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	Jan. 1/78	Jan. 1/79	Jan. 1/80
	Increases to Base Wage Rate	22¢	75¢	75¢
	Base Wage Rate (applies to checkers, long-shoremen, mechanics, clerks, etc.)	\$8.32 (\$8.10)	\$9.07	\$9.82
Welfare and Pension Fund:	Employer Contribution - Effective January 1, 1978, \$1.925 (\$1.495) per man hour worked. Effective January 1, 1979, \$2.035. Effective January 1, 1980, \$2.185. A minimum of 94.5¢ of the above amounts is allocated to the Pension Fund.			

The St. Lawrence Seaway Authority, Ontario and Quebec - Railway, Transport and General Workers (CLC) (Operational and Maintenance Agreement and Headquarters Agreement): Two 12-month renewal agreements effective from January 1, 1978 to December 31, 1978, covering 1,070 employees, settled at the conciliation officer stage. Duration of negotiations - 8 months.

Wages:	Effective	Jan. 1/78
	General Increase	41¢
	<u>Operations and Maintenance</u>	
	Labourer	\$6.48 (\$6.07)
	Electrician	\$8.28 (\$7.87)
	<u>Clerical, Technical and Stores (37½-hour week)</u>	
	Clerk-Records (Job Class 02)	\$5.43-\$5.64 (\$5.02-\$5.23)
	Real Property Agent (Job Class 16)	\$9.40-\$9.72 (\$8.99-\$9.31)
Paid Vacation:	<u>Years of Service</u>	<u>Entitlement per month of continuous service</u>
	1-3	1 ¼ days (1 day)
	4-11	1 ¼ days
	12-20	1 2/3 days (unchanged)
	21 and over	2 1/12 days

Sick Leave and Special Leave: 75% (66 2/3%) of accumulated credits is paid on retirement or on separation for any reason except dismissal.

Health and Welfare: Employer contribution - \$46 (\$40) for family coverage and \$21 (\$18) for single coverage.

Mileage Regular Basis - 25¢ (23¢) per mile.
Allowance:

Casual Basis - 20¢ (19¢) per mile for the first 4,000 (2,000) miles per year. 17.5¢ (16¢) per mile between 4,001 (2,001) and 8,000 miles. 15¢ (13¢) per mile in excess of 8,000 miles. 9¢ (7.5¢) per mile for any journey for which other convenient transportation is available.

STORAGE

Saskatchewan Wheat Pool at Thunder Bay, Ont., Winnipeg, Man., Regina, Sask. and Vancouver, B.C. - Grain Services Union (CLC) (Country Elevator Division, Head Office Division, Printing and Publishing Division, Livestock Division and Construction and Repair Division): Five 12-month renewal agreements effective from August 1, 1977 to July 31, 1978, covering 2,500 employees, settled at the conciliation commissioner stage. Duration of negotiations - 12 months.

Wages: Effective Aug. 1/77

General Increase 5%

Monthly Rates

Country Elevator Division

Helper (start) \$820
 (\$781)

Agent \$1,789
Station Grade 12 (\$1,704)

Head Office

Filing Clerk \$617-\$721
 (\$588-\$687)

Senior Warehouseman \$1,027-\$1,187
 (\$ 978-\$1,130)

Extension Program \$1,756-\$2,129
Supervisor (\$1,672-\$2,028)

Paid Vacation: 4 weeks after 10 (12) years.

Mileage 21¢ (18¢) per mile.
Allowance:

ELECTRIC POWER, GAS AND WATER UTILITIES

Ontario Hydro, province-wide - Local 1000, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from April 1, 1978 to March 31, 1979, covering 14,915 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Mar. 31/78</u>
	Increase	5.25% at top level; 6% at bottom level

Hourly Rates

Labourer	\$7.14 (\$6.74)
Electrician	\$9.88 (\$9.39)

Weekly Rates

Clerical/Technical/
Technologist Schedule
(Grades 51-68)

Clerk, Stenographer (Grade 55)	\$250.65-\$266.65 (\$236.88-\$252.00)
Engineer Technologist (Grade 67)	\$535.11-\$569.27 (\$508.40-\$540.87)

Health and Welfare: Coverage for Probationary Employees (new) - Probationary employees may now participate in the Semi-Private Hospitalization Plan, the Extended Health Benefit Plan and the Dental Plan at group rates by paying 100% of the premiums. Employer pays 100% of premium costs for OHIP, Semi-Private Hospitalization and Extended Health Care for probationary employees with 3 months' service.

Dental Plan - Effective April 1, 1978, coverage includes prosthetic and restorative services and is based on the 1978 (1977) Ontario Dental Association fee schedule.

Meal Allowance: \$3.50 (\$3.00).

Tools/Theft Coverage (new): Employer replaces tools.

Tools/Metric Conversion Allowance (new): Employer makes up the difference between allowance provided by the Federal Government and cost of tools.

Travel Allowance in Lieu of Board: Varies by radius miles from headquarters to work location: 0-10 miles, no allowance (unchanged); 10-25 miles, \$6 (\$4) per day worked; 25-35 miles, \$8 (\$5); 35-50 miles, \$10 (\$6); over 50 miles, \$16 (\$10).

Transportation and Moving Expenses:	Incidental Allowance	-	\$800 (\$500)
	Special Trailer Allowance	-	\$150 (\$125)
	Legal Fees (including Land Transfer Tax, Survey Fees)	-	75% (70%), to a maximum of \$1,000 (\$750)
	Real Estate Brokerage Fees	-	75% (70%), to a maximum of \$4,000 (\$3,000)
	Penalty for Lease Breaking	-	75% (70%), to a maximum of \$500 (\$400)

Retrogression: Employees with 25 or more years of service transferred to a lower-rated job as a result of medical or performance disabilities, will have their new rate established by adding to the base rate of the new classification 5% (2½%) of the differential between the base for the new job and the previous job for each year by which length of continuous service at the time of transfer exceeds 10 years.

WHOLESALE TRADE

Crothers Limited at Toronto - Local 124, Auto Workers (CLC): A 12-month renewal agreement effective from February 8, 1978 to February 7, 1979, covering 200 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 3½ months.

Wages:	Effective	Feb. 8/78
	General Increase	8%*
	Job Class 1 (includes General Labour)	\$5.28 (\$4.89)
	Job Class 10 (includes Mechanic Level 3 - Cat only)	\$8.70 (\$8.06)

Previous rates reflect a roll-back in the 1976-1978 contract wage rates by the Anti-Inflation Board.

*Note: Increase is subject to approval by the Anti-Inflation Board.

Bereavement Leave: Grandparents are added to definition of the immediate family, for 3 days' paid leave.

Health and Welfare: Life Insurance - \$15,000 (\$10,000) coverage.

Drug Plan - 35-cent prescription drug plan is implemented (previously \$10/\$20 deductible).

Cleaning Allowance (new): Employer pays 100% of the cost for laundering of overalls.

Meal Allowance: \$15 (\$12) per day.

Safety Shoe Allowance: Employer pays up to \$55 towards the cost of two pairs of safety shoes annually. (Previously, \$20 towards the cost of 1 pair annually.)

Samuel, Son & Co. Limited at Mississauga - Local 6398, Steelworkers (AFL-CIO/CLC)
A 24-month renewal agreement effective from May 6, 1978 to May 5, 1980, covering 300 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Mar. 31/78</u>
	Increase	5.25% at top level; 6% at bottom level

Hourly Rates

Labourer	\$7.14 (\$6.74)
Electrician	\$9.88 (\$9.39)

Weekly Rates

Clerical/Technical/
Technologist Schedule
(Grades 51-68)

Clerk, Stenographer (Grade 55)	\$250.65-\$266.65 (\$236.88-\$252.00)
Engineer Technologist (Grade 67)	\$535.11-\$569.27 (\$508.40-\$540.87)

Health and
Welfare:

Coverage for Probationary Employees (new) - Probationary employees may now participate in the Semi-Private Hospitalization Plan, the Extended Health Benefit Plan and the Dental Plan at group rates by paying 100% of the premiums. Employer pays 100% of premium costs for OHIP, Semi-Private Hospitalization and Extended Health Care for probationary employees with 3 months' service.

Dental Plan - Effective April 1, 1978, coverage includes prosthetic and restorative services and is based on the 1978 (1977) Ontario Dental Association fee schedule.

Meal
Allowance: \$3.50 (\$3.00).

Tools/Theft
Coverage (new): Employer replaces tools.

Tools/Metric
Conversion
Allowance (new): Employer makes up the difference between allowance provided by the Federal Government and cost of tools.

Travel
Allowance in
Lieu of Board: Varies by radius miles from headquarters to work location: 0-10 miles, no allowance (unchanged); 10-25 miles, \$6 (\$4) per day worked; 25-35 miles, \$8 (\$5); 35-50 miles, \$10 (\$6); over 50 miles, \$16 (\$10).

Transportation and Moving Expenses:	Incidental Allowance	-	\$800 (\$500)
	Special Trailer Allowance	-	\$150 (\$125)
	Legal Fees (including Land Transfer Tax, Survey Fees)	-	75% (70%), to a maximum of \$1,000 (\$750)
	Real Estate Brokerage Fees	-	75% (70%), to a maximum of \$4,000 (\$3,000)
	Penalty for Lease Breaking	-	75% (70%), to a maximum of \$500 (\$400)

Retrogression: Employees with 25 or more years of service transferred to a lower-rated job as a result of medical or performance disabilities, will have their new rate established by adding to the base rate of the new classification 5% (2½%) of the differential between the base for the new job and the previous job for each year by which length of continuous service at the time of transfer exceeds 10 years.

WHOLESALE TRADE

Crothers Limited at Toronto - Local 124, Auto Workers (CLC): A 12-month renewal agreement effective from February 8, 1978 to February 7, 1979, covering 200 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 3½ months.

Wages:	Effective	Feb. 8/78
	General Increase	8%*
	Job Class 1 (includes General Labour)	\$5.28 (\$4.89)
	Job Class 10 (includes Mechanic Level 3 - Cat only)	\$8.70 (\$8.06)

Previous rates reflect a roll-back in the 1976-1978 contract wage rates by the Anti-Inflation Board.

*Note: Increase is subject to approval by the Anti-Inflation Board.

Bereavement Leave: Grandparents are added to definition of the immediate family, for 3 days' paid leave.

Health and Welfare: Life Insurance - \$15,000 (\$10,000) coverage.

Drug Plan - 35-cent prescription drug plan is implemented (previously \$10/\$20 deductible).

Cleaning Allowance (new): Employer pays 100% of the cost for laundering of overalls.

Meal Allowance: \$15 (\$12) per day.

Safety Shoe Allowance: Employer pays up to \$55 towards the cost of two pairs of safety shoes annually. (Previously, \$20 towards the cost of 1 pair annually.)

Samuel, Son & Co. Limited at Mississauga - Local 6398, Steelworkers (AFL-CIO/CLC)
A 24-month renewal agreement effective from May 6, 1978 to May 5, 1980, covering 300 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>May 6/78</u>	<u>May 6/79</u>
	Increases	9.5%, on the average	35¢
	Group V (includes Labourer)	\$5.94 (\$5.43)	\$6.29
	Maintenance Electrical	\$7.53-\$7.63 (\$6.62-\$6.72)	\$7.88-\$7.98

Probationary period is 60 calendar days. Maximum rates are reached after two 2-month increases.

Cost of Living Allowance (new): Effective in 1979, 1¢ for each .35 increase in the Consumer Price Index over the March 1979 base, where 1971 equals 100. To be adjusted quarterly.

Shift Premium: Effective May 6, 1978, 0-20¢-20¢ (0-17¢-17¢) and, effective May 6, 1979, 0-20¢-25¢.

Paid Vacation: 4 weeks after 12 (15) years and 6 weeks (new) after 25 years.

Health and Welfare: Life Insurance - Effective May 6, 1978, \$10,000 (\$8,000) coverage and, effective May 6, 1979, \$12,000.

Uniform Allowance: Effective May 6, 1979, \$175 (\$150) per year for truck drivers.

EDUCATION AND RELATED SERVICES

Elgin County Board of Education - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 272 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 1/78</u>
	Teacher - Category I 0-12 years	\$11,700-\$23,000 (\$11,600-\$21,500)
	Teacher - Category IV 0-12 years	\$13,700-\$27,500 (\$13,600-\$25,500)
	<u>Principals</u> 0-3 years	\$35,700-\$37,800 (\$33,700-\$35,800)
	<u>Vice-Principals</u> 0-3 years	\$31,700-\$33,800 (\$29,700-\$31,800)

Essex County Board of Education - Ontario Secondary School Teachers' Federation (Ind.): Final signature to an agreement ratified in May has been delayed pending resolution of a matter in dispute. Details of the settlement will be reported when finalized. Negotiations for the new contract have been underway since early 1977.

Frontenac-Lennox and Addington County Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association (Ind.): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 217 employees, settled at the arbitration stage. Duration of negotiations - 13 months.

Wages:	Effective	<u>Sept. 1/77</u>
	General Increase	7%
	Teacher - Category D	\$9,256-\$13,429
	0 - 6 years	(\$8,650-\$12,550)
	Teacher - Category A4	\$14,338-\$24,931
	0 - 12 years	(\$13,400-\$23,300)
Responsibility	<u>Principals</u>	
Allowances:	Grades 9 and 10 (new) -	\$6,000
	<u>Senior Teachers</u>	
	\$800 (\$450)	
Religious Teachers' Salaries:	95% (90%) of a lay teacher's salary.	
Health and Welfare:	<u>Life Insurance</u> - \$40,000 (\$25,000) coverage.	
	<u>Dental Plan</u> - Payments are based on the 1977 (1975) Ontario Dental Association schedule of fees.	

Perth County Board of Education - District 22, Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 311 employees, settled during a work stoppage. Duration of negotiations - 15 months.

Wages:	Effective	<u>Sept. 1/77</u>
	Increase	4.6%-7.2% on the grid
	Teacher Category I	\$12,000-\$20,415
	0-11 years	(\$11,468-\$19,136)
	Teacher Category IV	\$14,395-\$25,940
	0-11 years	(\$13,549-\$24,200)
	Principal	\$33,560-\$35,560
	0-2 years	(\$31,560-\$33,560)
Responsibility Allowance:	Minor Head - \$1,200 (\$1,050) per year.	

Sault Ste. Marie Board of Education - Local 16, Canadian Union of Public Employees (CLC) (Plant Department employees and clerical workers): Two 26-month renewal agreements effective from January 1, 1978 to

February 29, 1980, covering 342 employees, settled by arbitration. (The terms of settlement for 1978 were reached with mediation assistance during a work stoppage in April, 1978. At that time provision was made that terms of settlement for the remaining 14 months of the agreement would be delegated to an arbitrator.) Duration of negotiations - 8 months.

Wages:	Effective	<u>Jan. 1/78</u>	<u>Jan. 1/79</u>
	General	31¢ for Plant Dept.	47¢
	Increases	employees; 32¢ for clerical workers	

Plant Dept. Employees

Cleaner	\$5.31	\$5.78
Employee	(\$5.00)	
Maintenance	\$7.36	\$7.83
Employee (a)	(\$7.05)	

Clerical Workers

Job Class 2 (includes Typist - Clerk)	\$5.03-\$5.67 (\$4.71-\$5.35)	\$5.50-\$6.14
Job Class 9 (Audio Visual Technician)	\$7.27-\$7.91 (\$6.95-\$7.59)	\$7.74-\$8.38

Probationary period for clerical workers is 90 calendar days. Maximum rates are reached after two 6-month increases.

Previous rates reflect a rollback by the Anti-Inflation Board.

Cost of Living Allowance (new): Effective in January 1979, 1¢ per hour for each .6 change in the Consumer Price Index, where 1971 equals 100. Capped at 4¢ per hour and paid to all employees as an add-on.

Shift Premium: Effective in 1978, 0-20¢-30¢ (0-15¢-25¢) for Plant Dept. employees.

Sunday Premium (new): Effective in 1979, 50¢ per hour for Plant Dept. employees.

Overtime: Effective in 1978, clerical workers have the option of pay at time and one-half or straight time off in return for overtime worked. (Previously, pay at time and one-half, only.)

Paid Vacation: Effective in 1979 for Plant Dept. employees, 5 weeks after 15 (18) years' service, 6 weeks after 20 (25) years, 7 weeks (new) after 25 years and 8 weeks (new) after 30 years. In addition, Plant Dept. employees receive 1 additional non-cumulative week of vacation in their 63rd, 64th and 65th years.

Effective in 1979 for clerical workers, 5 weeks after 15 (18) years' service and 6 weeks (new) after 20 years.

Health and Welfare: Life Insurance and A.D. & D. - Effective in 1978, benefits for full-time clerical employees increase to \$3,000 for each \$1,000 of salary or major portion thereof, to a maximum of \$50,000 coverage. (Previously, \$1,000 for each \$1,000 of salary.)

OHIP - Effective in 1978, employer pays 100% of increased premium costs on behalf of all Plant Dept. employees and full-time clerical workers.

Long Term Disability Plan (new) - Effective in 1978 on behalf of full-time Plant Dept. employees only, employer pays 50% of cost of premiums for a plan with a 12-month waiting period. Effective in 1979, waiting period is reduced to 6 months.

Major Medical Plan - Effective in 1978, Plan is improved to include drug coverage at 35¢ per prescription and private-room hospitalization. Improved coverage applies to all Plant Dept. employees and to full-time clerical workers.

Dental Plan - Effective in 1978, payments are based on the current (previously, 1976) Ontario Dental Association fee schedule. In addition, benefits for Plant Dept. employees, only, improve to include denture coverage on a 50%/50% co-insurance basis.

Timmins District Roman Catholic Separate School Board - Ontario English Catholic

Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 282 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	Sept. 1/78
	Increase	5.2%-7.1%
	Teacher DI	\$10,816-\$14,912
	0-8 years	(\$10,103-\$14,039)
	Teacher A4-VII	\$16,376-\$27,420
	0-11 years	(\$15,444-\$26,059)

Responsibility Allowances: Principals - Basic annual allowance is \$4,384 (\$3,900) up to 7 teachers; then, \$155 (\$150) per teacher. No maximum.

Principal's course allowance of \$356 is eliminated

Vice-Principals - Basic annual allowance is one-half Principal allowance (unchanged).

Occasional Principals - \$286 (\$278) annually.

Consultants - Basic annual allowance is \$1,306 (\$1,268). Plus \$391 (\$380) for 1st course, \$522 (\$507) for 2nd course and \$523 (\$508) for Supervisor's Course. Maximum allowance is \$2,742 (\$2,663).

Principal's Substitutes - \$915 (\$888) per year.

Sports' Directors - \$588 (\$571) per year.

Special Education Allowances - Annual allowance without qualifications is \$653 (\$634). With Elementary Certificate - \$1,306 (\$1,268). With Intermediate Certificate - \$1,568 (\$1,522). With Specialist Certificate - \$1,827 (\$1,774).

Toronto City Board of Education - Locals 63 and 134, Canadian Union of Public Employees (CLC) (Local 63 - chief caretakers and stationary operating engineers - 235 employees; Local 134 - caretakers and maintenance - 715 employees): Two 12-month renewal agreements effective from January 1, 1978 to December 31, 1978, covering a total of 950 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages: Effective Jan. 1/78

General Increase:

Local 63 Agreement	5.63%
--------------------	-------

Local 134 Agreement 34¢

Local 63

4th Class Engineer	\$6.94
	(\$6.57)

2nd Class Engineer	\$8.42
(Chief Engineer)	(\$7.97)

Chief Caretaker	\$9.51
(holding a 3rd Class Engineer's certificate or higher, and assigned to more than 230,000 sq. ft.)	(\$9.00)

Local 134

Matron	\$5.00
	(\$4.66)

Parking Attendant	\$6.41
	(\$6.07)

Head Cleaner	\$6.84
	(\$6.50)

Shift Premium: Effective July 1, 1978, Local 63: 0-27¢-27¢ (0-26¢-26¢).
Local 134: 0-25¢-25¢ (0-24¢-24¢).

Paid Vacation 4 weeks after 10 (11) years and 5 weeks after 19 (20) years.
(both Agreements):

Safety Shoe Allowance (\$27.50 (\$25.00) maximum per designated employee.
(Local 134):

Transportation Allowance (both Agreements): 70¢ (65¢) per move from site to site within city limits.

Pension Plan: Benefits under the province-wide municipal employees' plan are increased by .58%.

Wentworth County Board of Education - District 36, Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 425 employees, settled during a work stoppage. Duration of negotiations - 16 months.

Wages:	Effective	<u>Sept. 1/77</u>
	General Increase	7.7%
	Teacher Category I	\$12,170-\$20,894
	0-11 years	(\$11,300-\$19,400)
	Teacher Category IV	\$14,739-\$26,763
	0-11 years	(\$13,685-\$24,850)

Previous rates reflect a rollback by the Anti-Inflation Board.

Health and Welfare: Dental Plan - Payments are based on the 1977 (1975) Ontario Dental Association fee schedule.

Related Experience Allowance: The Board recognizes each year of related experience for teachers hired for the academic year 1969/70 and any subsequent year at the rate of \$400 (\$200) per year, to a maximum of \$4,000 (\$2,000). (Previous allowance, as negotiated, was identical to the 1977-78 allowance until rolled back by the Anti-Inflation Board to the bracketed amounts above.)

Ryerson Polytechnical Institute Board of Governors at Toronto - Graduate Assistants (Ind.) (part-time and sessional instructors): A 15-month first agreement effective from June 1, 1978 to August 31, 1979, covering 206 employees, settled at the conciliation officer stage. Duration of negotiations - 6½ months.

Wages:	Effective	<u>June 1/78</u>
	<u>Monthly Rates - Sessional and Half-Sessional Appointments</u>	
	S.1	\$1,505
	S.2	\$1,581
	S.3	\$1,660
	S.4	\$1,726
	S.5	\$1,795
	S.6	\$1,849
	S.7	\$1,904
	<u>Dollars Per Semester Hour - Part-time Appointments</u>	
	PT.1	\$400
	PT.2	\$430
	PT.3	\$460
	PT.4	\$490

Wage Increase for Present Employees: An Instructor on a sessional or half-session appointment who held an appointment of this type in the Institute during the 1977/78 academic year shall be placed within the salary scale at a level the numerical designation of which exceeds by two the numerical designation of his experience level in the 1977/78 salary scale, even if the aggregate of his semester hours taught in the Institute would place him at a lower level in the scale;

or,

An Instructor who previously held an appointment in the Institute comparable to the one he is holding under this agreement shall be placed at a salary level which will give him a rate at least 3% higher than that which was applicable to his past appointment.

The provisions above shall not be applied cumulatively.

Note: The 1977/78 salary scale provided as follows:

<u>Experience Level</u>	<u>Monthly Rate</u>
0	\$1,469
1	\$1,538
2	\$1,610
3	\$1,685
4	\$1,765
5	\$1,846

Hours of Work: Seven hours per day including a meal period, for sessional and half-session Instructors.

Vacation Pay: A lump sum payment equal to 4% of his aggregate earnings during the period of his appointment is granted to an Instructor on a part-time appointment who terminates his employment with the Institute.

Compassionate Leave: Up to 3 paid days.

Sick Leave: An Instructor holding a sessional appointment who becomes disabled by sickness or accident receives a maximum of 10 paid working days during the total term of his appointment. An Instructor holding a half-session appointment receives a maximum of 5 paid working days.

Jury/Witness Duty Pay: An Instructor who is called to serve as a juror or witness in any court of law is granted paid leave of absence. Reimbursement for such duty must be remitted to the Board.

Health and Welfare: OHIP and Semi-Private Hospitalization Plan - Employer pays 100% of premium costs for Instructors holding sessional or half-session appointments.

SERVICES TO BUSINESS MANAGEMENT

Atomic Energy of Canada Limited, Power Projects at Mississauga, Ontario and Montreal, Quebec - Society of Professional Engineers and Associates (Ind.): A 12-month renewal agreement effective

from January 1, 1978 to December 31, 1978, covering 410 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/78</u>
	Increase	4.4%, on the average
	PG 1	\$14,300-\$17,400 (\$12,600-\$16,700)
	PG 6	\$32,700-\$35,800 (\$31,300-\$34,300)

Maximum rates are reached on merit.

Health and Welfare: Medical Plan - Effective May 1, 1978, employer pays a medical hospital allowance of \$18.00 (\$15.50) per month for single employees and \$35.75 (\$30.75) for family coverage.

PERSONAL SERVICES

Cara Operations Limited at Mississauga - Local 299, Hotel Employees (AFL-CIO/CLC): A 24-month renewal agreement effective from October 30, 1977 to October 29, 1979, covering 360 employees, settled at the conciliation officer stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Oct. 30/77</u>	<u>Oct. 30/78</u>	<u>Apr. 30/79</u>
	General Increases	30¢	20¢	20¢
	Flight Kitchen Assistant	\$3.66-\$3.86 (\$3.36-\$3.56)	\$3.86-\$4.06	\$4.06-\$4.26
	1st Cook	\$5.87-\$6.07 (\$5.57-\$5.77)	\$6.07-\$6.27	\$6.27-\$6.47

Probationary period is 40 (45) days worked. Job rates are reached upon completion of probationary period.

Shift Premium: Effective October 30, 1978, 20¢ (15¢) per hour for all hours worked on the midnight shift.

Lead Hand Premium: Effective May 9, 1978, 30¢ (25¢) per hour.

Paid Vacation: Effective October 30, 1977, 3 weeks after 6 (7) years of service. Effective October 30, 1978, 3 weeks after 5 years.

Health and Welfare: Life Insurance - Effective October 30, 1978, \$5,000 (\$4,000).

Weekly Indemnity - Effective October 30, 1978, benefit is 66 2/3% of insurable earnings. Payable on a 1-4-26 basis. (Previously, \$60 per week. Payable on a 1-8-13 basis.)

OHIP - Effective October 30, 1978, employer pays 100% of cost of premiums for employees who are absent, for up to 6 months from the date of commencement of illness (new).

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC)
(correctional group, supervisory and non-supervisory): A
 16-month renewal agreement effective from May 30, 1978 to
 September 30, 1979, with wages retroactive to October 3, 1977,
 covering 4,275 employees, settled at the conciliation officer's
 stage. Duration of negotiations - 10 months.

Wages:	Effective	<u>Oct. 3/77</u>	<u>Oct. 2/78</u>
	Increases	Varies	7.3%, on the average

Annual Rates

Custodial Sub-Group

CX-COF-1*	\$11,590-\$15,790 (\$11,050-\$15,050)	\$13,350-\$16,950
CX-COF-8	\$17,470-\$19,990 (\$16,650-\$19,050)	\$18,670-\$21,270

Staff Instructor Sub-Group

CX-STI-2	\$17,470-\$19,950 (\$16,650-\$19,050)	\$18,670-\$21,270
----------	--	-------------------

*Effective October 2, 1978, the first step at the CX-1 and
 CX-2 levels will be eliminated.

Shift Premium: 0-18¢-24¢ (0-16¢-22¢). Effective October 2, 1978, 0-20¢-26¢.

Weekend
 Premium (new): 10¢ per hour for all regularly scheduled hours. Effective
 October 2, 1978, 20¢.

Acting Pay: Applies after 3 (5) days at the CX-1 and CX-2 levels.

Standby Pay
 (new): \$4 for each 8-hour period or \$9 on a day of rest or paid
 holiday to compensate CX-7 in medium security institutions,
 CX-8 in maximum security institutions or LU-2 in minimum
 security institutions where these officers are required to act
 as senior duty officer of the week.

Paid Vacation: Effective January 1, 1978, 5 weeks after 27 (28) years of
 service. Effective October 2, 1978, 4 weeks after 12 (13)
 years and 5 weeks after 26 years.

Bereavement
 Leave: Grandchild is added for 1 day's paid leave.

Dog Handler's
 Allowance: \$1.00 (\$.75) for each 4-hour period.

Meal
 Allowance: \$3 (\$2.75) after 3 hours' overtime and \$2.25 (unchanged)
 after the next 4 hours. Effective October 2, 1978, \$3.25
 and \$2.50.

Transportation
 Allowance on
 Call-back: Maximum is \$4 (\$3) each way.

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC)
(general technical group, technical inspection group and social science support group): Three 8-month renewal agreements effective from May 5, 1978 to December 24, 1978, with wages retroactive to December 26, 1977, covering 4,945 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

Wages: Effective Dec. 26/77

General Increase \$1,060 per year, with an extra step adjustment at the SI-3 and TI-7 levels.

Annual Rates

General Technical Group

GT-1	\$13,432-\$14,540 (\$12,372-\$13,480)
GT-4	\$19,410-\$21,219 (\$18,350-\$20,159)
GT-8	\$31,857-\$34,875 (\$30,797-\$33,815)

Technical Inspection Group

TI-1	\$14,081-\$15,272 (\$13,021-\$14,212)
TI-4	\$18,322-\$20,004 (\$17,262-\$18,944)
TI-8	\$28,542-\$31,339 (\$27,482-\$30,279)

Social Science Support Group

SI-1	\$14,483-\$16,652 (\$13,423-\$15,592)
SI-4	\$20,595-\$22,546 (\$19,535-\$21,486)
SI-8	\$33,019-\$36,178 (\$31,959-\$35,118)

Weekend 20¢ per hour.
Premium (new):

Paid Holidays: 11 days, plus an additional day when proclaimed by the Governor-in-Council.

Technological Minimum of 3 months' written notice. (Previously, "written"
Change: was not specified.)

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC)

(information services group): A 7-month renewal agreement effective from May 24, 1978 to December 24, 1978, with a wage increase retroactive to December 26, 1977, covering 850 employees, settled by arbitration. Duration of negotiations - 8 months.

Wages:	Effective	<u>Dec. 26/77</u>
	General Increases	\$500 for IS-1 \$1,200 for IS-2 to IS-5

Annual Rates

IS-1	\$11,120-\$16,597 (\$10,620-\$16,097)
IS-3	\$20,256-\$22,668 (\$19,056-\$21,468)
IS-5	\$27,367-\$30,749 (\$26,167-\$29,549)

Paid Vacation: 4 weeks after 12 (13) years' service and 5 weeks after 26 (27) years.

PROVINCIAL ADMINISTRATION

Ontario Government - Ontario Public Service Employees Union (Ind.): A 12-month renewal master agreement covering employee benefits for 52,000 employees, effective from October 1, 1977 to September 30, 1978, settled at the bargaining stage. Duration of negotiations - 11 months.

Effective Date of Changes: New or revised provisions reported below are effective from May 29, 1978, except where noted.

Health and Welfare: Supplementary Life Insurance - An employee may purchase added coverage equal to 1, 2 or 3 times (previously, 1 or 2 times) annual salary. Employee pays the full premium costs.

Short Term
Sickness Plan: Effective April 1, 1978, a revamped plan paid for by the employer provides eligible employees in each calendar year with 6 days' leave at full pay and 124 days' leave at 75% of regular pay. An employee may elect to supplement the 75% pay level to 100% by deducting $\frac{1}{4}$ of a day from attendance, vacation or overtime credits. (Previously, 15 days' paid leave per year, with unused portion allowed to accumulate or paid, in part, as an attendance bonus each year.)

Long Term Benefits commence after 6 months from date of disability un-
Income Pro- less the employee elects to continue to use accumulated
tection Plan: attendance credits. (Previously, benefits commenced after 6
months or exhaustion of accumulated sick leave credits,
whichever was later.)

The employer pays the employee's and the employer's contributions to the pension plan (unchanged) as well as premiums for OHIP and Supplementary Health and Hospital Care (new).

Workmen's Compensation/ Insurance Plan Payments (new):	Normal premium payments by the employer will continue while a employee is on Workmen's Compensation, whether or not the employee is using attendance credits to supplement income to 100% of regular pay. (Previously, continuation of premium payments was made only when credits were used.)
Special and Compassionate Leave:	Up to 3 days' paid leave per year. (Up to 6 days' paid leave per year, but charged against employee's accumulated credits.)
Termination Payments:	Those hired on or after January 1, 1970 - 1 week's pay for each year of service provided employee has at least one year of service (unchanged). Provision now allows for added reason for termination if employee has at least 5 years of service. Maximum benefit is 6 months' pay. Those hired before January 1, 1970 - ½ of accumulated attendance credits in pay plus 1 week's pay for each year of service after April 1, 1978. (Previously, ½ of accumulated attendance credits in pay provided employee had a minimum of 10 years' service.) Those hired before January 1, 1970 but on or after October 1, 1965 - ½ week's pay for each year of service before January 1, 1970 and 1 week's pay for each year thereafter, or termination pay as described immediately above, whichever is greater. (Unchanged except option under previous agreement was as described in brackets immediately above.)

LOCAL ADMINISTRATION

Hamilton - Wentworth Regional Municipality - Local 5, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from January 16, 1978 to January 15, 1979, covering 217 employees settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 16/78</u>
	General Increase	5.5%
	Labourer	\$6.42 (\$6.09)
	Motor Mechanic	\$7.29 (\$6.91)
Paid Vacation:	Effective January 1, 1979, 5 weeks plus 1 day after 22 (26) years, 5 weeks plus 2 days after 23 (27) years, 5 weeks plus 3 days after 24 (28) years and 5 weeks plus 4 days after 25 (29) years.	
Bereavement Leave:	Stepchild is added for up to 3 days' paid leave.	

Metropolitan Toronto Board of Commissioners of Police - Police Association
(Ind.) (Unit A, Clerical; Unit B, Garage; Unit C, Parking
Control Officers, Cadets and Matrons): Three 12-month renewal
 agreements effective from January 1, 1978 to December 31, 1978,
 covering a total of 1,450 employees, settled at the post-
 conciliation bargaining stage. Duration of negotiations -
 7 months.

Wages: Effective Jan. 1/78

General Increase:

Unit A	5.12%
Unit B	5.4%
Unit C	4.99%

Annual Rates

<u>Unit A</u>	Class 2	\$9,449
	(35 hours per week - includes Mail Clerk)	(\$8,989)
	Class 6	\$12,848-\$14,461
	(35 hours per week - includes Senior Computer Operator)	(\$12,223-\$13,757)
<u>Unit B</u>	Labourer	\$13,601
	(40 hours per week)	(\$12,904)
	Senior Communications and Electronics Technician	\$19,124
	(40 hours per week)	(\$18,144)
<u>Unit C</u>	Police Cadet	\$11,443-\$13,526
	(40 hours per week)	(\$10,899-\$12,883)
	Parking Control Officer	\$12,671-\$13,965
	(40 hours per week)	(\$12,069-\$13,301)

Provisions reported below apply to all three agreements, except
 where noted.

Cost of Living Allowance: No provision. (A COLA clause negotiated under the previous
 agreement was disallowed by the Anti-Inflation Board.)

Shift Premium: 0-32¢-32¢ (0-25¢-25¢).

Weekend Premium: 43¢ (35¢) per hour for regularly scheduled shifts.

Overtime Pay: Time and one-half after 15 (30) minutes worked.

Work on a Day Off: Time and one-half or time off in lieu for all hours worked
 (unchanged), with a minimum of 3 hours at time and one-half
 (new).

Acting Pay (Units A & B): Minimum of higher classification or an increase of 3% (previously, \$5 per week), whichever is greater.

Service Pay: Currently \$65 per year for each 5 years' service, to a maximum of \$455 per year after 35 years. Any increase provided by the Uniformed contract for 1978 will be extended to Units A, B and C.

Health and Welfare: Life Insurance - Effective following ratification, coverage is 2 (1½) times annual salary.

Dental Plan - Employer pays premium, to a maximum of \$8.52 (\$6.98) for single, and \$24.06 (\$19.72) for family, coverage.

Cleaning Allowance (Unit C): Employer increases allowance to match any increase in cost.

Mileage Allowance: 13¢/km (15¢/mile).

Tool Allowance (Unit B): 8% maximum increase. (Previously, \$71.28 or \$97.20 per year, depending on classification.)

Protective Clothing (Units A & B): A labour/management committee will be formed immediately to consider the issuance of protective clothing.

Mississauga City Corporation - Local 1212, Fire Fighters (AFL-CIO/CLC) (full-time employees): A 24-month renewal agreement effective from January 1, 1978 to December 31, 1979, covering 280 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	Jan. 1/78	Jan. 1/79
	Increases	5.13%	To be negotiated.
	Fire Fighter - Third Class	\$14,737 (\$14,018)	
	Fire Fighter - First Class	\$19,490 (\$18,538)	
	Assistant Deputy Chief	\$26,563 (\$25,267)	

Previous salaries awarded in December 1977 were rolled back by the Anti-Inflation Board in April 1978.

Wage Computation: Effective January 1, 1979, a Fourth Class Fire Fighter (new) receives 70% of a First Class Fire Fighter's 1979 annual salary.

Paid Vacation: To be negotiated in 1979.

Cleaning Allowance: \$60 (\$50) per year to each member of the Inspection Staff, Dispatch Staff and all ranks above First Class Fire Fighter.

Mileage Allowance: 23¢ (20¢) per mile plus \$10.00 per month to members of the Inspection Staff and Fire Fighters who are required to use their own vehicles on City business. Effective in 1979, 25¢ per mile.

Peel Regional Board of Commissioners of Police - Police Association (Ind.)
(officers and cadets): A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 585 employees, settled at the conciliation officer stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/78</u>
	General Increase	5.45%
	<u>Annual Rates</u>	
	Constable	\$15,476
	3rd Class	(\$14,676)
	Constable	\$19,792
	1st Class	(\$18,769)
	Staff Inspector	\$27,954
		(\$26,509)

Health and Welfare: Dental Plan - Effective June 1, 1977, coverage is based on the 1978 (1977) Ontario Dental Association fee schedule.

Pension Plan: Employees eligible for supplemental pension will have benefit determination based on their average annual salary for the last 5 years, ending December 31, 1977 (December 31, 1975).

Cleaning Allowance: \$80 (\$75) per year.

Scarborough Borough Corporation - Local 368, Canadian Union of Public Employees (CLC) (outside employees): A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 620 employees, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Jan. 1/78</u>
	General Increase	5.75%
	Labourer	\$6.42
		(\$6.07)
	Licensed Mechanic	\$7.97
		(\$7.54)

Cost of Living Provision: Deleted. A new clause is to be negotiated for the next agreement. (Previous formula did not generate an allowance.)

Bitumus Gun Premium (new): 15¢ per hour.

Weekend Premium (new): 25¢ per hour worked on a Saturday or Sunday which is part of a regular schedule.

Paid Vacation: 3 weeks after 2 (3) years and 6 weeks after 24 (25) years.

Health and Welfare: Dental Plan - Coverage continues to be based on the current Ontario Dental Association fee schedule.

Optical Benefit Plan (new) - Effective following ratification there is a 50-dollar benefit per employee and per each dependent once per 2-year period. Employer pays premium cost.

Pension Plan: Employees enrolled in the Metro Pension Plan will have benefit upgraded to the level provided by the recently revised provincial plan for municipal employees. The resulting increase in annual contributions, which is equivalent to 3% of wages per year, will be split equally between employer and employees.

Thunder Bay City Board of Commissioners of Police - Police Association (Ind.)
(policemen and civilian employees): A 24-month renewal agreement effective from January 1, 1978 to December 31, 1979, covering 212 employees, settled at the bargaining stage.
Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/78</u>	<u>Jan. 1/79</u>
	Increases	6%, across the board	wage reopener

Policemen

3rd Class Constable	\$16,168 (\$15,253)
---------------------	------------------------

1st Class Constable	\$19,525 (\$18,420)
---------------------	------------------------

Inspector	\$23,241 (\$21,925)
-----------	------------------------

Civilian Employees

Salary Group E (includes Statistics Clerk - Planning)	\$7,293-\$8,959 (\$6,880-\$8,452)
--	--------------------------------------

Salary Group A (includes Central Records and Communications Clerk - Operator)	\$10,814-\$13,251 (\$10,202-\$12,501)
--	--

Probationary period is 18 months. Maximum rates for civilian employees are reached after four annual increases.

Pension Plan: Supplementary Pension - Effective January 1, 1978, Type 3 OMERS Plan is implemented. Benefits are payable in full at age 50 for employees with 30 years' service and for employees with a qualifying disability as determined by the employer.

Clothing Issue: Effective on signing, clothing shall be issued on an "as-needed" basis for employees who are not in the field.
(Previously, issue was time-based.)

Waterloo Regional Board of Commissioners of Police - Police Association (Ind.)
(policemen): A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 429 employees, settled at the bargaining stage. Duration of negotiations - 1½ months.

Wages:	Effective	Jan. 1/78
	General Increase	6%
	Constable, Third Class	\$15,940 (\$15,040)
	Constable, First Class	\$19,920 (\$18,790)
	Staff Inspector	\$28,570 (\$26,950)

Pension Plan: Benefit Calculation - In calculation of future service benefits, base year is 1977 (1975).

Optional Service - Previous service with a federal, provincial or municipal government, or any board or commission under the same, may be purchased (new). Employer and employee contribute to costs of purchase.

Windsor City Corporation - Local 455, Fire Fighters (AFL-CIO/CLC): A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 275 employees, settled at the bargaining stage. Duration of negotiations - 5½ months.

Wages:	Effective	Jan. 1/78
	General Increase	7.6%
	Fire Fighter - 3rd Class	\$16,040 (\$14,907)
	Fire Fighter - 1st Class	\$20,050 (\$18,634)
	Assistant Chief- Training Officer	\$27,228-\$28,071 (\$25,305-\$26,088)

Probationary period is 1 year (previously, 6 months).
Maximum rate for Assistant Chief-Training Officer is reached after one annual increase.

Pension Plan: Employees have the option of purchasing war service as credited service for pension purposes (new).

York Regional Board of Commissioners of Police - Police Association (Ind.): A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 307 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Jan. 1/78</u>
	Increase	\$250-\$1,466*
	4th Class Constable	\$13,268 (\$13,018)
	1st Class Constable	\$19,791 (\$18,335)
	Staff Inspector	\$27,526 (\$26,060)

*Note: Increase is subject to approval by the Anti-Inflation Board.

Cleaning Allowance: \$100 (\$88) per year.

Clothing Allowance: \$450 (\$400) per year for detectives and plainclothes Constables. Prorated where necessary.

Mileage Allowance: Effective March 1, 1978, 23¢ (20¢) per mile.

York Regional Municipality (Office, Clerical, Technical, Engineering Maintenance and Land Division) - Local 1953, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 310 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/78</u>
	General Increase	14¢ plus 2.25%
	Housekeeper	\$4.28-\$4.62 (\$4.05-\$4.38)
	Clerk Steno	\$4.65-\$5.56 (\$4.41-\$5.30)
	Labourer-Driver	\$5.93-\$6.22 (\$5.66-\$5.94)
	Planner III	\$11.45-\$14.08 (\$11.06-\$13.63)

Previous start rate for a Planner III was renegotiated in the old agreement and reduced by 99¢.

Maximum rates for a Housekeeper and Labourer-Driver are reached upon completion of the 6-month probationary period and, for a Clerk Steno, after one 6-month and two 12-month increases. Maximum rate for a Planner III is reached after one 6-month and three 12-month increases.

Paternity Leave (new): One day's paid leave for the birth of a child or the adoption of an infant under 18 months.

Health and Welfare: Extended Health Care Plan - Employer pays 100% of cost of premiums for a drug plan with no deductibles and no co-insurance. (Previously, \$25 deductible and 80%/20% co-insurance.

CONSTRUCTION

Metropolitan Toronto Residential Painting Contractors Association (formerly, Ontario Association of Painting and Decorating Contractors - Residential Sector) - Local 1891, Painters (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1978 to April 30, 1980, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>May 1/78</u>	<u>May 1/79</u>	<u>Nov. 1/79</u>
	General Increases	30¢	40¢	22¢
	Journeyman Painter	\$9.38 (\$9.08)	\$9.78	\$10.00
Mileage Allowance:	Effective May 1, 1978, 12¢ per kilometre (previously, 17¢ per mile).			
Room and Board Allowance:	Effective May 1, 1978, minimum is \$20 (\$15) per day, up to \$100 (\$75) per week.			

Ontario Masonry Industry Employers Council - Ontario Provincial Conference, Bricklayers (AFL-CIO/CLC) (bricklayers, stonemasons and plasterers): A 24-month renewal agreement effective from May 1, 1978 to April 30, 1980, covering 4,000 employees, settled at the bargaining stage. Duration of negotiations - 1½ months.

Wages:	Effective	<u>May 1/78</u>	<u>Nov. 1/78</u>
	General Increases	32¢	23¢
	Bricklayer (Peterborough)	\$10.40 (\$10.09)	\$10.63
	Bricklayer (Hamilton)	\$11.28 (\$11.10)	\$11.51
	Effective	<u>May 1/79</u>	<u>Nov. 1/79</u>
	General Increases	36¢	41¢
	Bricklayer (Peterborough)	\$11.03	\$11.44
	Bricklayer (Hamilton)	\$11.87	\$12.28

New wage rates above reflect local redistribution of the negotiated wage package. Previous wage rates reflect a roll-back by the Anti-Inflation Board.

Foreman Premium: Minimum of 75¢ (50¢) per hour above Journeyman's rate for working Foremen.

Refractory Premium: 30¢ (20¢) per hour for an employee engaged as a Sawman.
Minimum basic refractory premium is 30¢ (25¢) per hour.

Reporting Pay: Minimum of 3 (2) hours' wages, plus Travel Allowance and/or Board Allowance where applicable.

Vacation Pay: Vacation pay is 10%. (Previously, 8% for all Locals except Local #1 - Hamilton, for which vacation pay was 10%.)

Benefit Plans: The Union or Local Union may establish a benefit trust plan provided that such plan is jointly and equally trusteeed and that the cost to fund such plan is taken from the total negotiated wage package.

The parties agree that all Welfare, Pension Plans, SUB Plans, etc. will provide an equitable reciprocity provision with each plan in the Province of Ontario in order to promote mobility of the work force.

Ontario Provincial Conference Fund: Employer contributes 10¢ (7¢) per hour worked.

Education Allowance: Employer pays \$25 (\$20) per week to an Apprentice attending Trade School.

Board Allowance: Effective May 1, 1978, \$23 (\$18) per day.
Effective May 1, 1979, \$24 per day.

When an employee does not report to work due to confirmed medical illness when work is available, board allowance is paid, up to 3 days, for such illness (new).

Travel Allowance: Local 2 (Toronto) - Effective May 1, 1978, \$4 (\$3) per day.
Effective May 1, 1979, \$4.50 per day.

Other Local Unions - Effective May 1, 1978, 23¢ (18¢) per mile. Effective May 1, 1979, 24¢ per mile.

Note: Local #11 (Pembroke) is now part of Local #7 (Ottawa).

Ontario Terrazzo, Tile and Marble Guild, Inc. - Ontario Provincial Conference, Bricklayers (AFL-CIO/CLC) (marble, tile, terrazzo and cement masons, and resilient floor layers and their helpers): A 24-month renewal agreement effective from May 1, 1978 to April 30, 1980, covering 1,000 employees, settled at the bargaining stage. Duration of negotiations - 1½ months.

Wages:	Effective	May 1/78	Nov. 1/78
	General Increases	27¢	22¢
	Marble Mechanic (Sarnia)	\$9.82 (\$9.55)	\$10.05
	Marble Mechanic (Ottawa)	\$10.35 (\$10.10)	\$10.54
	Effective	May 1/79	Nov. 1/79
	General Increases	27¢	36¢
	Marble Mechanic (Sarnia)	\$10.32	\$10.68
	Marble Mechanic (Ottawa)	\$10.84	\$11.20

New wage rates above reflect local redistribution of the negotiated wage package.

Benefit Plans: Should the Union or any Local Union wish to implement jointly and equally Trusteed Benefit Trust Plans, it may do so provided that the cost shall be taken from the total negotiated wage package.

Board Allowance: Effective May 1, 1978, \$23 (\$18) per day. Effective May 1, 1979, \$24 per day.

Travel Allowance: Effective May 1, 1978, 23¢ (18¢) per mile when employees provide their own transportation beyond the boundary of the free travel zone. Effective May 1, 1979, 24¢ per mile. Travel allowance shall not exceed Board Allowance.

When the employer provides suitable transportation beyond the boundary of the free travel zone, employees receive 10¢ per mile (new).

Toronto Electrical Contractors Association - Local 353, Electrical Workers (IBEW) (AFL-CIO/CLC) (residential construction): A 23½-month renewal agreement effective from May 15, 1978 to April 30, 1980, covering 200 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2½ months.

Wages:	Effective	May 15/78	May 1/79
	General Increases	45¢	45¢
	Journeyman Electrician-Residential	\$10.02 (\$ 9.57)	\$10.47

There were no other monetary changes.

Addendum

December 1977 Settlement

CHEMICAL AND CHEMICAL PRODUCTS

Du Pont of Canada Limited, Nipissing Works at North Bay - Nipissing Independent

Union: A 23½ month renewal agreement effective from December 13, 1977 to December 4, 1979, covering 267 employees, settled at the bargaining stage and ratified in December, 1977. Duration of negotiations - 2 months.

Wages: Each employee receives full settlement pay for the period December 5, 1977 to December 12, 1977.

Effective	<u>Dec. 13/77</u>	<u>Dec. 5/78</u>
Increases	33¢-43¢	39¢-51¢
Labourer	\$5.55 (\$5.22)	\$5.94
Mechanic-Class "A"	\$7.06 (\$6.65)	\$7.55

Shift Premium: 0-22¢-30¢ (0-21¢-28¢). Effective December 5, 1978, 0-24¢-32¢.

Sunday Premium: 95¢ (90¢) per hour. Effective December 5, 1978, \$1.02.

Trades and Crew
Leader Premiums: 32¢ (30¢) per hour. Effective December 5, 1978, 34¢.

Severance Pay: 1 week's pay per year of seniority after 1 year of seniority (unchanged), plus an additional week's pay for every year of seniority over 15 (new). Maximum duration of pay is 52 weeks.

Safety Shoe
Allowance: Employer pays 100% of cost of first pair of safety shoes per year, to a maximum of \$30, and 50% of cost of replacement pairs in that year, to a maximum of \$15. (Previously, employer paid 100% of cost of initial pair upon hiring, to a maximum of \$30, and 50% of cost of any replacements, to a maximum of \$15.)

Reopener: The compensation increase for the first year of the contract has been approved by the Anti-Inflation Board. For the second year there is a provision for a reopening of negotiations for wages and premium increases.

April 1978 Settlements

FOOD AND BEVERAGE

Laura Secord, Division of Ault Foods (1975) Ltd. at Scarborough - Local 264,

Bakery Workers (AFL-CIO/CLC) (full-time production employees):
A 24-month renewal agreement effective from April 1, 1978 to March 31, 1980, covering 500 employees, settled with mediation assistance in April, 1978. Duration of negotiations - 4 months

Wages:	Effective	<u>Apr. 1/78</u>	<u>Jan. 1/79</u>
	General Increases	6%	9½%
	<u>Adjustments</u>		
	Skilled Trades	40¢	
	Truck Drivers	20¢	
	General Helper (Group 1)	\$4.22 (\$3.98)	\$4.62
	Stationary Engineer - 2nd Class (Group 8 "A")	\$8.17 (\$7.33)	\$8.95

Holdback: Of the 6% increase negotiated for April 1, 1978, only 4% will be implemented pending review by the Anti-Inflation Board.

Paid Holidays: Easter Monday is added for a total of 11 (10) days.

Paid Vacation: Effective the second year, 4 weeks after 13 (15) years, 5 weeks after 22 (25) years and 6 weeks (new) after 30 years.

Entitlements are to be calculated from employment anniversary date (previously, June 30).

Health and Welfare: Weekly Indemnity - Effective April 1, 1979, the plan will pay on a 1-1-4-26 (1-8-26) basis.

Tool Allowance: 7¢ per hour for designated employees required to furnish their own tools. (Previously, up to \$45 per year to replace worn or broken tools.)

TEXTILE

The Kendall Company at Toronto - Local 8505, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from March 15, 1978 to March 14, 1980, covering 450 employees, settled with mediation assistance and ratified in April, 1978. Duration of negotiations - 3 months.

Wages:	Effective	<u>Mar. 15/78</u>	<u>Mar. 15/79</u>
	Increases	6%	7.6%, on the average
	Level A (includes Packer)	\$4.47 (\$4.22)	\$4.82
	Level L (includes Electrician)	\$7.04-\$7.88 (\$6.64-\$7.44)	\$7.58-\$8.60
	Level M (includes Electronic Electrician)	\$7.50-\$8.18 (new)	\$8.21-\$8.90

Probationary period is 60 calendar days. Maximum rates for Group L are reached after 120 days.

Shift Premium: Effective March 15, 1979, 0-20¢-20¢ (0-17¢-17¢).

Paid Holidays: Effective March 15, 1979, 1 floating day is added for a total of 11 (10) days.

Paid Vacation: Effective March 15, 1979, 4 weeks after 12 (15) years.

Health and Welfare: Weekly Indemnity Plan - Effective March 15, 1979, benefits are 66 2/3% of base pay, to a maximum of \$133 per week. Payable on a 1-6-26 (1-8-26) basis.

HEALTH AND WELFARE SERVICES

Queensway General Hospital Association at Toronto - Local 34, Ontario Nurses' Association (Ind.) (nurses, full and part-time): Two 24-month renewal agreements effective from October 1, 1976 to September 30, 1978, covering 329 employees, settled at the post conciliation bargaining stage and ratified in April, 1978. Duration of negotiations - 18½ months.

Wages: Special Hiring Rate (new) - Effective October 1, 1977, Registered Nurses who are hired with less than 1 year of clinical experience receive \$1,190 per month. Similarly, for Graduate Nurses the special hiring rate is \$1,143.20 per month. After 6 months' service, the minimum rate of the applicable wage range is paid.

The desirability of maintaining the special hiring rate will be reviewed upon the expiration of the agreement.

Effective	<u>Oct. 1/76</u>	<u>Oct. 1/77</u>
General Increases	\$93 per month*	\$75 per month
Additional Adjustment (see "Differential" below)		
Registered Nurse	\$1,208-\$1,408 (\$1,115-\$1,315)	\$1,283-\$1,483
Part-time Registered Nurse	\$55.75-\$64.98 (\$51.46-\$60.69)	\$59.22-\$68.45
Ass't. Head Nurse	\$1,256.69-\$1,456.69 (\$1,160.63-\$1,360.63)	\$1,331.69-\$1,531.69

Differential - Ass't. Head Nurses receive a differential of \$48.69 (\$45.63) per month at each step on their wage range over the corresponding step on the wage range of Registered Nurses.

Probationary period is 60 worked tours. Maximum rates are reached after seven annual increases.

*Note: Increases are subject to approval by the Anti-Inflation Board. \$70 is payable immediately.

Shift Premium: Effective October 1, 1976, 0-\$1.65-\$1.65 (0-\$1.55-\$1.55) per shift.

Standby Pay: Effective April 15, 1977, \$9.00 (\$8.50) for each 8-hour tour of standby duty. Effective October 1, 1977, \$10.00.

Paid Holidays: The floating, non-premium day is renegotiated for each year of the new contract, for a total (unchanged) of 11 days per contract year.

Bereavement Leave: 1 day's paid leave (new) is granted to attend the funeral of grandparents.

Health and Welfare: Extended Health Care Plan (new) - Effective October 1, 1977, employer pays 50% of cost of premiums for plan with \$10/\$20 deductibles. (The same plan was first negotiated in the 1975-1976 agreement, but was not implemented due to failure to meet minimum enrolment requirements.)

Sarnia General Hospital - Local 109, Ontario Nurses' Association (Ind.) (nurses, full and part-time): Two 24-month renewal agreements effective from October 1, 1976 to September 30, 1978, covering 232 employees, settled at the post conciliation bargaining stage and ratified in April, 1978. Duration of negotiations - 19 months.

Wages: Special Hiring Rate (new): Effective August 1, 1977, Registered Staff Nurses who are hired with less than 1 year of clinical experience receive \$1,115 per month. Similarly, Graduate Nurses receive \$1,048.31 per month. Effective October 1, 1977, \$1,190 per month and \$1,123.31 per month, respectively. After 6 months' service, the minimum rate of the applicable wage range is paid.

The desirability of maintaining the special hiring rate will be reviewed upon the expiration of the agreement.

Effective	<u>Oct. 1/76</u>	<u>June 1/77</u>
General	\$93 per month*	
Increases		
Additional Adjustment		\$40 per month for Clinical Co-ordinator
Registered Staff Nurse	\$1,208-\$1,408 (\$1,115-\$1,315)	\$1,208-\$1,408
Regular Part-time Registered Staff Nurse	\$55.75-\$64.99** (\$56.05-\$66.10)	\$55.75-\$64.99
Clinical Co-ordinator	\$1,263.00-\$1,463.00 (\$1,169.99-\$1,369.99)	\$1,303.00-\$1,503.00

Effective	<u>Oct. 1/77</u>
General Increases	\$75 per month
Registered Staff Nurse	\$1,283-\$1,483
Regular Part-time Registered Staff Nurse	\$59.22-\$68.45
Clinical Co-ordinator	\$1,378.00-\$1,578.00

Probationary period is 60 tours worked. Maximum rates are reached after seven annual increases.

*Note: Increases are subject to approval by the Anti-Inflation Board. \$70 per month, or \$3 per tour, is payable immediately.

**Rates for Regular Part-time Registered Staff Nurse in the new wage schedule do not include a payment equalling 8.9% of the daily tour rate in lieu of all fringe benefits. Rates for

Regular Part-time Registered Staff Nurse in the previous wage schedule do include this lieu payment, as reflected above.

Shift Premium: Effective April 7, 1978, 0-\$1.65-\$1.65 (0-\$1.55-\$1.55) per tour, or 21.3¢ (20.0¢) per hour in the case of 10 and 12-hour tours.

Standby Pay: Effective April 7, 1978, \$10.00 (\$8.50) per completed tour of standby duty.

Paid Vacation: Effective October 1, 1977, 5 weeks (new) after 22 years' service.

Health and Welfare: Semi-Private Hospitalization Plan (new) - Effective as soon as possible, employer pays 100% of cost of premiums.

This settlement has been rolled back in compliance with the rollback of the Wellesley Hospital arbitration award representing its nursing employees. No details are available as yet.

LOCAL ADMINISTRATION

Scarborough Borough Corporation - Local 626, Fire Fighters (AFL-CIO/CLC): A 12-month renewal agreement effective from January 1, 1977 to December 31, 1977, covering 382 employees, settled by arbitration in April, 1978. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/77</u>
	Increase	6.77% on 1st Class Fire Fighter's rate

Jan. 1/77

4th Class	\$14,174
Fire Fighter	(\$13,425)
1st Class	\$18,899
Fire Fighter	(\$17,700)
Assistant	\$29,482
Deputy Chief	(\$27,208)

Wage
Computation:

The method of calculating wages has changed for the classifications below:

Assistant Deputy Chief - 56% (52%) on 1st Class Fire Fighter's annual salary.

District Chief - 30% (28%) on 1st Class Fire Fighter's annual salary.

Captain - 15% (14%) on 1st Class Fire Fighter's annual salary.

Overtime Pay
(new):

Provision is to be the same as that in the Borough of York Fire Fighters' Agreement.

Paid Vacation:

4 weeks after 12 (13) years' service, 5 weeks after 20 (22) years and 6 weeks (new) after 25 years.

Sick Leave
Credit
Accumulation:

Sick leave credit accumulation is permitted during an absence from work of 15 or more days due to a non-work related accident (new).

Health and
Welfare:

Long Term Disability Plan (new) - Employer pays 100% of premium costs for a plan providing benefits of 75% of monthly salary, to a maximum of \$2,000 per month.

Dental Plan (new) - Employer pays 100% of premium costs for a plan equivalent to the basic CUMBA Red Plan.

This settlement is subject to approval by the Anti-Inflation Board.

Anti-Inflation Board Rulings in May 1978

Employer and Union	Reference	Action
Canadian Broadcasting Corp., Canada-wide and Broadcast Employees (NABET) (CLC)	Jan. 78, p. 17	Disallowed
Canadian Broadcasting Corp., Canada-wide and Newspaper Guild (AFL-CIO/CLC)	Feb. 78, p. 85	Disallowed
Government of Canada (Treasury Board) and Air Traffic Controllers (Ind.)	Dec. 77, p. 788	Allowed
Government of Canada (Treasury Board) and Public Service Alliance of Canada (CLC) (purchasing and supply group)	Apr. 78, p. 242	Disallowed
Honeywell Ltd., Scarborough and Auto Workers (CLC) (hourly-rated empls.)	Mar. 78, p. 129	Allowed
Howden Parsons Ltd., Toronto and Boiler-makers (AFL-CIO/CLC)	Feb. 78, p. 64	Allowed
Nipissing Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Sept. 77, p. 609	Allowed
Ottawa General Hospital and Ont. Nurses' Assn. (Ind.) (nurses, full and part-time)	Apr. 78, p. 241	Disallowed
Peterborough Civic Hospital and Ont. Nurses' Assn. (Ind.) (registered and graduate nurses, full and part-time)	Mar. 78, p. 140	Disallowed
The Railway Assn. of Canada, Cdn. National Railways, Cdn. Pacific Ltd. and other railways, system-wide and Associated Railway Unions (17 Unions - CLC, AFL-CIO/CLC and Ind.)	Apr. 78, p. 209	Allowed
The Toronto Electric Commissioners and Toronto Hydro-Electric System and CUPE (CLC) (hourly-rated, clerical and technical empls.)	Apr. 78, p. 212	Disallowed
Welland County General Hospital, Welland and Ont. Nurses' Assn. (Ind.) (registered and graduate nurses, full and part-time)	Feb. 78, p. 81	Disallowed
Weyerhaeuser Canada Ltd., Sault Ste. Marie and Woodworkers (AFL-CIO/CLC)	Mar. 78, p. 117	Allowed

Negotiations in Progress during May 1978 covering 200 or more Employees

Employer and Location	Union	No. of Empls	Neg'n Stage*
P Stores, Province-wide	Foodworkers (AFL-CIO/CLC)	4,320	CO
Abitibi Forest Products (Abitibi Provincial Paper Div.), Thorold	Cdn. Paperworkers (CLC) (mill empls.)	530	CO
Can Canada Products Ltd., Kingston	Machinists and Steelworkers (AFL-CIO/CLC)	850	CO
Goma Steel Corp., Ltd., Sault Ste. Marie	Steelworkers (AFL-CIO/CLC) (clerical and technical empls.)	500	B
Goma Steel Corp., Ltd., Sault Ste. Marie	Steelworkers (AFL-CIO/CLC) (production empls.)	6,500	B
Goma Steel Corp., Ltd. (Algoma Ore Div.), Wawa	Steelworkers (AFL-CIO/CLC) (mine empls.)	600	B
American-Standard, a div. of Nabco-Standard Ltd., Lansdowne Plant, Toronto	Potters (AFL-CIO/CLC)	221	B
Architectural Glass and Metal Contractors Assn.	Painters (AFL-CIO/CLC)	550	B
Associated Fur Industries of Toronto, Inc.	Foodworkers (AFL-CIO/CLC)	350	MED
Elf Restaurants Ltd., Toronto	Hotel Employees (AFL-CIO/CLC)	225	CO
Atomic Energy of Canada Ltd., Chalk River and Deep River**	Atomic Energy Allied Council (AFL-CIO/CLC) (various unions)	910	B
Atomic Energy of Canada Ltd. (Commercial Products Div.), Ottawa**	CLC-Directly Chartered	232	B
Blace Barnes Co. Ltd., Hamilton	Steelworkers (AFL-CIO/CLC)	200	PCB
Benson and Hedges (Canada) Ltd., Brampton	Tobacco Workers (AFL-CIO/CLC)	300	B
Borg-Warner (Canada) Ltd., Long Manufacturing Div., Cambridge	Machinists (AFL-CIO/CLC)	200	B
Brant County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	560	B
Brewers' Warehousing Co. Ltd., Province-wide	Cdn. Brewery Workers (CLC)	1,400	CO
Canada Land Ore Co. Ltd., Atikokan	Steelworkers (AFL-CIO/CLC)	400	PCB
Compupeau Corp., Manufacturing Dept., Ottawa	Intl. Operating Engineers (AFL-CIO/CLC)	220	B
Canada Forgings Ltd., Welland	Auto Workers (CLC)	230	PCB
Canada Packers Poultry, Div. of Canada Packers Ltd., Walkerton	Foodworkers (AFL-CIO/CLC)	225	B

See page 335 for definition of codes.

Federal jurisdiction

Negotiations in Progress during May 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'r Stage
Canada Safeway Ltd., southeastern Ontario	Retail Clerks (AFL-CIO/CLC) (full and part-time empls.)	1,015	B
Canada Veneers Ltd., Pembroke	Carpenters (AFL-CIO/CLC)	240	CO
Canadian Appliance Manufacturing Co. Ltd. (Camco), Hamilton	Electrical Workers (UE) (CLC) (production empls.)	700	PCB
Canadian Appliance Manufacturing Co. Ltd. (Camco), London	Steelworkers (AFL-CIO/CLC) (production and office empls.)	610	B
Canadian Appliance Manufacturing Co. Ltd. (Camco), Weston	Steelworkers (AFL-CIO/CLC) (hourly-rated empls.)	500	B
Canadian Automatic Sprinkler Assn.	Plumbers (AFL-CIO/CLC)	675	B
Canadian Building Materials and others, Hamilton, London, Toronto and other centres, southwestern Ontario	Teamsters (Ind.) (ready-mix concrete empls., etc.)	1,130	PCB
Canadian Carborundum Co. Ltd., Niagara Falls	Steelworkers (AFL-CIO/CLC)	300	B
Canadian Red Cross Society, Blood Transfusion Service, Toronto, Hamilton, Ottawa and London	Cdn. Red Cross Blood Transfusion Service Employees (Ind.)	217	B
Canadian Shipbuilding & Engineering Ltd. (Collingwood Shipyard Div.)	Steelworkers (AFL-CIO/CLC)	615	B
Canron Ltd. (Burlington and Stuart St. Plants), Hamilton	Steelworkers (AFL-CIO/CLC)	200	CO
Carleton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,100	B
Carleton Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	780	B
Carleton Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	775	B
Carleton University, Ottawa	Academic Staff Assn. (Ind.) (university professors, librarians and instructors)	645	B
Carleton University, Ottawa	Support Staff Assn. (Ind.) (clerical, technical, administrative and service empls.)	650	B
Carling O'Keefe Ltd. and Carling O'Keefe Transport Ltd., Toronto	Cdn. Brewery Workers (CLC)	462	MED
Carlton Cards Ltd., Toronto	Greeting Card Workers Union of Canada (Ind.)	600	B

Negotiations in Progress during May 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Carpenters Bargaining Agency for the Ont. Acoustical Assn., Ont. Caulking Contractors Assn., Ont. Labour Relations Bureau General Contractors Assn., Ont. Resilient Flooring Contractors Assn. and Industrial Contractors Assn. of Canada	Carpenters (AFL-CIO/CLC)	13,000	CO
Champion Road Machinery Ltd., Goderich	Machinists (AFL-CIO/CLC)	695	B
Chatham Public General Hospital	Service Employees (AFL-CIO/CLC)	210	CO
Chelsey Park Nursing Homes Corp. Ltd., Intercity	Service Employees (AFL-CIO/CLC)	417	B
Clark Equipment of Canada Ltd. (Div. of BLH Canada Ltd.), St. Thomas	Machinists (AFL-CIO/CLC)	470	CO
Coca-Cola Ltd., Belleville, Hamilton, Kitchener, London, Niagara Falls, Ottawa, Peterborough, Sudbury, Toronto and Windsor	Cdn. Brewery Workers (CLC) (production empls.)	1,005	B
Columbus McKinnon Ltd., St. Catharines	Auto Workers (CLC)	200	MED/WS
Connaught Laboratories Ltd., Bolton and Toronto	Employees' Assn. (Ind.) (clerical and technical empls.)	570	B
Construction Site Teamster Employer Bargaining Agency	Teamsters (Ind.)	500	B
Cooper of Canada Ltd., Toronto	Potters (AFL-CIO/CLC) (production empls.)	760	B
Council of Printing Industries of Canada, Toronto	Printing and Graphic Communications (AFL-CIO/CLC)	220	B
Council of Printing Industries of Canada, Toronto	Typographical Union (AFL-CIO/CLC)	535	CO
Courtaulds (Canada) Ltd. and Caravelle Carpets Ltd., Cornwall	Clothing and Textile Workers (AFL-CIO/CLC)	570	B
CRG Packaging Ltd., Leaside	Printing and Graphic Communications (AFL-CIO/CLC)	525	B
Dare Foods Ltd., Biscuit Div., Kitchener	Bakery Workers (AFL-CIO/CLC)	245	MED
Dayton Tire Canada Ltd., Whitby	Rubber Workers (AFL-CIO/CLC)	510	CO
The De Havilland Aircraft of Canada, Toronto	Auto Workers (CLC) (hourly-rated empls.)	2,500	B
Dome Mines Ltd., South Porcupine	Steelworkers (AFL-CIO/CLC)	500	CO

Negotiations in Progress during May 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Ne. St
Dominion Stores Ltd., northern Ontario	Retail, Wholesale Employees (AFL-CIO/CLC) (full and part-time empls.)	655	B
Dominion Stores Ltd., Toronto	Retail, Wholesale Employees (AFL-CIO/CLC) (warehousemen)	990	B
Dominion Stores Ltd., Amherstburg and Windsor	Steelworkers (AFL-CIO/CLC) (retail food empls.)	600	B
Domtar Chemicals Ltd. (Sifto Salt Div., Goderich Mine)	Cdn. Chemical Workers (Ind.)	220	C
Domtar Construction Materials Ltd. (Gypsum Products Plant), Caledonia	Steelworkers (AFL-CIO/CLC)	220	B
Domtar Fine Papers Ltd., Cornwall	Cdn. Paperworkers (CLC) (mill empls.)	1,150	B
Domtar Packaging Ltd., Toronto	Cdn. Paperworkers (CLC)	300	B
Douglas Aircraft Co. of Canada Ltd., Mississauga	Auto Workers (CLC) (production empls.)	1,450	P
Dufferin-Peel Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,000	B
Durham Board of Education	CUPE (CLC)	350	C
Durham Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,330	B
Durham Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,000	B
Dylex Ltd., Toronto	Clothing and Textile Workers (AFL-CIO/CLC)	215	W
E.B. Eddy Forest Products Ltd., Espanola	Cdn. Paperworkers (CLC) and IBEW (AFL-CIO/CLC) (mill empls.)	730	B
Eldorado Nuclear Ltd., Port Hope**	Steelworkers (AFL-CIO/CLC)	310	C
Essex County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	465	A
Etobicoke Borough	CUPE (CLC) (outside empls.)	640	C
Etobicoke Borough	Fire Fighters (AFL-CIO/CLC)	365	A
Etobicoke Borough Board of Education	CUPE (CLC) (caretakers, matrons and maintenance empls.)	515	C
Exolon Co. of Canada, Thorold	Cdn. Chemical Workers (Ind.)	238	B
Fiberglas Canada Ltd., Textile and Chemical Plants, Guelph	Clothing and Textile Workers (AFL-CIO/CLC)	381	B
Four Seasons Hotel, Toronto	Laundry Workers (CLC)	250	C
Frontenac County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	525	B

** Federal jurisdiction

Negotiations in Progress during May 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Frontenac County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	525	B
Frontenac County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	500	B
S.W. Ltd., Hill St. Plant, Fergus	Steelworkers (AFL-CIO/CLC)	380	B
TE Automatic Electric (Canada) Ltd., Brockville	Electrical Workers (IUE) (AFL-CIO/CLC)	935	B
General Foods Ltd., Cobourg	Foodworkers (AFL-CIO/CLC)	800	B
Glendale Spinning Mills Ltd., Hamilton	Clothing and Textile Workers (AFL-CIO/CLC)	320	B
ould Manufacturing of Canada Ltd., Mechanical Products Div., St. Thomas	Machinists (AFL-CIO/CLC)	400	PCB
Great Lakes Paper Co., Ltd., Thunder Bay	Cdn. Paperworkers (CLC)	1,700	B
Gulf Oil Canada Ltd., Province-wide	Oil, Chemical and Atomic Workers (AFL-CIO/CLC) (refining and marketing empls.)	500	MED
Halton Board of Education	CUPE (CLC) (caretakers and maintenance empls.)	220	B
Halton Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Ont. Secondary School Teachers' Fed. (Ind.)	2,450	B
Halton Regional Police	Police Assn. (Ind.)	260	B
Hamilton City Board of Education	CUPE (CLC) (caretakers, maintenance empls. and bus drivers)	256	B
Hamilton City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,370	B
Hamilton City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,135	B
Hamilton City Corp.	Fire Fighters (AFL-CIO/CLC)	430	B
Hamilton City Hydro Electric Commission	Electrical Workers (IBEW) (AFL-CIO/CLC)	300	B
Hamilton Civic Hospitals	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	735	MED
Hamilton-Wentworth Regional Board of Commissioners of Police	Police Assn. (Ind.)	690	B
Hamilton-Wentworth Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,100	B

Negotiations in Progress during May 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	N S
Hastings County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	590	
Hastings County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	520	
H.J. Heinz of Canada Ltd., Leamington	Foodworkers (AFL-CIO/CLC)	1,000	
John T. Hepburn Ltd., Mississauga and Toronto Plants	Steelworkers (AFL-CIO/CLC)	204	
Hiway Market Ltd., Kitchener and Waterloo	Retail Clerks (AFL-CIO/CLC)	260	
Holiday Inn and four other hotels, Ottawa	Hotel Employees (AFL-CIO/CLC)	670	
Humpty Dumpty Foods Ltd., Potato Chip Div., Toronto	Retail, Wholesale Employees (AFL-CIO/CLC)	200	
Imperial Tobacco Ltd./Ltee. (Div. of Imasco Ltd.), Guelph	Tobacco Workers (AFL-CIO/CLC) (plant, warehouse and office empls.)	750	
International Hardware Co. of Canada Ltd., Belleville	Molders (AFL-CIO/CLC) (production, maintenance, office and clerical empls.)	221	
International Nickel Co. of Canada Ltd., Port Colborne	Steelworkers (AFL-CIO/CLC) (hourly-rated empls.)	750	
International Nickel Co. of Canada Ltd., Sudbury	Steelworkers (AFL-CIO/CLC) (plant and mine empls.)	11,750	
Kent County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	600	
Kent County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	500	
Kimberly-Clark of Canada Ltd., Terrace Bay	United Paperworkers (AFL-CIO/CLC) (mill empls.)	590	
Kingston City Corp. (including Rideaucrest Home for the Aged)	CUPE (CLC)	310	
Kitchener City Corp., Transit Div., Supply and Services Dept.	Railway, Transport and General Workers (CLC)	209	
Kraus Carpet Mills Ltd., Waterloo	Employees' Assn. (Ind.)	250	
Labatt's Ltd., Toronto	Cdn. Brewery Workers (CLC)	400	

Negotiations in Progress during May 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Labourers Bargaining Agency for Labour Bureau of the Ont. General Contractors Assn., Ont. Masonry Industry Employers Council, Industrial Contractors Assn., Ont. Water- proofing Contractors Assn. and Ont. Concrete Floor Contractors Assn.	Labourers (AFL-CIO/CLC)	5,850	PCB
Wakehead Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	640	B
Wakehead Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	580	B
Wambton County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	695	MED
Wambton County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	525	ARB
Laurentian Hospital, Sudbury	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	219	ARB
Leeds and Grenville County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	535	B
Liberty Furniture Ltd., Toronto and Vaughan Twp.	Steelworkers (AFL-CIO/CLC)	220	MED
Lincoln County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	945	B
Lincoln County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	770	B
Roblaws Ltd., Toronto and other centres	Foodworkers (AFL-CIO/CLC) (full and part-time empls.)	680	B
Roblaws Ltd., Ottawa and other centres	Retail Clerks (AFL-CIO/CLC) (full and part-time empls.)	685	B
Roblaws Ltd., Toronto and other centres	Retail Employees (CLC) (full and part-time empls.)	6,150	B
London City Board of Commis- sioners of Police	Police Assn. (Ind.) (policemen and civilian empls.)	441	B
London City Board of Education	CUPE (CLC) (office empls., full and part-time)	300	B
London City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,200	B
London City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,110	B

Negotiations in Progress during May 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Ne St
London City Corp.	Fire Fighters (AFL-CIO/CLC)	294	
London Transportation Commis- sion	Transit Union (AFL-CIO/CLC)	350	
Mansfield-Denman General Co. Ltd., Industrial Products Div., Welland	Rubber Workers (AFL-CIO/CLC)	460	
Mathews Conveyer Co. Ltd., Port Hope and Cobourg	Machinists (AFL-CIO/CLC)	216	
Mattabi Mines Ltd., Mine and Plant Operations, Ignace	Steelworkers (AFL-CIO/CLC)	225	
McGraw-Edison of Canada, Ltd., Power Systems Div., Toronto	Steelworkers (AFL-CIO/CLC)	275	
Metropolitan Toronto Apartment Builders	Intl. Operating Engineers (AFL-CIO/ CLC)	400	
Metropolitan Toronto Board of Commissioners of Police	Police Assn. (Ind.) (policemen)	5,300	
Metropolitan Toronto House Wreckers' Assn.	Labourers (AFL-CIO/CLC)	350	
Metropolitan Toronto Library Board	CUPE (CLC)	200	
Metropolitan Toronto Road Builders Assn.	Intl. Operating Engineers (AFL- CIO/CLC)	200	
Metropolitan Toronto Road Builders Assn.	Labourers (AFL-CIO/CLC) and Teamsters (Ind.)	200	
Metropolitan Toronto Sewer and Watermain Contractors Assn.	Intl. Operating Engineers (AFL-CIO/ CLC)	320	
Metropolitan Toronto Sewer and Watermain Contractors Assn.	Labourers (AFL-CIO/CLC) and Teamsters (Ind.)	1,500	
Mississauga City Corp., Transit Dept.	Transit Union (AFL-CIO/CLC)	245	
Molson's Brewery (Ontario) Ltd. and W.J. Hyatt Transport Ltd., Toronto	Cdn. Brewery Workers (CLC) (production empls. and highway drivers)	585	
Monarch Fine Foods Ltd., Toronto	Teamsters (Ind.)	250	
Monsanto Canada Ltd., Woodbridge	Clothing and Textile Workers (AFL- CIO/CLC)	275	
Moore Corp. Ltd., Moore Business Forms Div., Fergus	Printing and Graphic Communications (AFL-CIO/CLC)	206	
National Capital Roadbuilders Assn.	Intl. Operating Engineers (AFL-CIO/ CLC), Labourers (AFL-CIO/CLC) and Teamsters (Ind.)	1,000	

Negotiations in Progress during May 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
National Elevator and Escalator Assn. and Canadian Elevator Contractors Assn. Bargaining Council	Elevator Constructors (AFL-CIO/CLC)	1,200	B
National Research Council of Canada**	Employees' Assn. (Ind.) (clerical and regulatory group)	344	B
Niagara South Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	940	B
Niagara South Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	850	B
North York Borough	CUPE (CLC) (inside empls.)	530	PCB
North York Borough	CUPE (CLC) (outside empls.)	710	PCB
North York Borough	Fire Fighters (AFL-CIO/CLC)	570	B
North York Borough Board of Education	CUPE (CLC) (caretakers, matrons, bus drivers and office, clerical and technical empls.)	1,665	CO
North York Borough Hydro-Electric Commission	CUPE (CLC)	320	B
North York Public Library Board	CUPE (CLC)	345	B
Northern Telephone Ltd., Province-wide**	Communications Workers of Canada (CLC)	225	WS
Northern Wood Preservers Ltd., Thunder Bay	Carpenters (AFL-CIO/CLC)	325	B
Northumberland and Newcastle Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	600	B
Orton Co. Electric Furnace Plants, Chippawa	Intl. Chemical Workers (AFL-CIO)	335	B
Ontario Boilermaker Contractors Assn.	Boilermakers (AFL-CIO/CLC)	1,400	B
Ontario Council of Regents of Colleges of Applied Arts and Technology, Province-wide	OPSEU (Ind.) (academic staff, librarians and counsellors)	6,155	MED
Ontario Council of Regents of Colleges of Applied Arts and Technology, Province-wide	OPSEU (Ind.) (support staff empls.)	7,000	B
Ontario Erectors Assn.	Structural Iron Workers (AFL-CIO/CLC)	5,000	CO

Negotiations in Progress during May 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Ne. St.
Ontario General Contractors Assn., Industrial Contractors Assn. of Canada, Ont. Waterproofing Contractors Assn. and Ont. Concrete Floor Contractors Assn. Labour Relations Bureau	Plasterers (AFL-CIO) (cement masons)	1,500	CO
Ontario General Contractors Assn., Walls & Ceilings Contractors Assn. and Central Ontario Plastering Assn. Labour Relations Bureau	Plasterers (AFL-CIO) (plasterers)	1,800	B
Ontario General Contractors Assn. and Reinforced Steel Institute and Industrial Contractors Assn. of Canada Labour Bureau	Structural Iron Workers (AFL-CIO) (CLC)	900	B
Ontario Government	OPSEU (Ind.) (institutional care and correctional services category)	9,335	AR
Ontario Housing Corp., Toronto	CUPE (CLC) (maintenance empls.)	765	B
Ontario Housing Corp. and all Housing Authorities, Province-wide (except for Metro Toronto)	CUPE (CLC) (office and maintenance empls.)	800	B
Ontario Hydro (Generation and Distribution Projects Div.), Province-wide	Office Employees (AFL-CIO/CLC)	350	B
Ontario Hydro, Richard L. Hearn G.S. Unit, Toronto and J. Clark Keith G.S. Unit, Windsor	Cdn. Operating Engineers (CCU)	311	B
Ontario Liquor Control Board and Ontario Liquor Licence Board, Province-wide	Employees' Assn. (NUPGE) (CLC)	3,485	B
Ontario Mechanical Contractors Assn. Trade Bargaining Committee	Plumbers (AFL-CIO/CLC)	9,250	PO
Ontario Millwrighting Contractors Assn.	Carpenters (AFL-CIO/CLC)	1,800	B
Ontario-Minnesota Pulp and Paper Co. Ltd., Fort Frances	Machinists (AFL-CIO/CLC)	220	CO
Ontario-Minnesota Pulp and Paper Co. Ltd., Kenora	Machinists (AFL-CIO/CLC)	200	B
Ontario-Minnesota Pulp and Paper Co. Ltd., Fort Frances and Kenora	United Paperworkers (AFL-CIO/CLC) (mill empls.)	930	B
Ontario Paper Co., Ltd., Thorold	Cdn. Paperworkers (CLC), Cdn. Operating Engineers (CCU) and I.L.A. (AFL-CIO/CLC)	950	B

Negotiations in Progress during May 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Ontario Produce Co. Ltd., Ontario Food Div. of Oshawa Group Ltd., Malton and Toronto	Teamsters (Ind.)	350	CO
Ontario Roadbuilders Assn. and Ont. Sewer and Watermain Contractors Assn. Labour Bureau	Intl. Operating Engineers (AFL-CIO/ CLC), Labourers (AFL-CIO/CLC) and Teamsters (Ind.)	1,800	B
Ontario Utility Contractors Assn.	Labourers (AFL-CIO/CLC)	500	MED
Operating Engineers Employers Agency	Intl. Operating Engineers (AFL-CIO/ CLC)	2,600	PCB
Oshawa and District Contractors	Labourers (AFL-CIO/CLC) and Teamsters (Ind.)	250	B
Ottawa Board of Education	CUPE (CLC) (office empls.)	600	B
Ottawa Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,150	B
Ottawa Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco- Ontariens (Ind.)	1,650	B
Ottawa City	Fire Fighters (AFL-CIO/CLC)	515	B
Ottawa City	Police Assn. (Ind.)	590	B
Ottawa City and Regional Municipality of Ottawa- Carleton	CUPE (CLC) (civic empls.)	3,090	B
Ottawa Civic and other hospitals, province-wide	CUPE (CLC) (non-medical empls.)	18,000	B
Ottawa Mechanical Contractors Assn. (Residential Sector)	Plumbers (AFL-CIO/CLC)	250	B
Ottawa Roman Catholic Separate School Board	Hotel Employees (AFL-CIO/CLC)	221	B
Ottawa Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ind.)	1,090	B
Oxford County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	515	B
Peel Board of Education	CUPE (CLC) (office and clerical empls.)	490	B
Peel Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	2,400	B
Peel Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,700	B
Penmans, Div. of Domil Industries Ltd., Brantford and Paris	Clothing and Textile Workers (AFL- CIO/CLC)	385	B

Negotiations in Progress during May 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Ne St
Peterborough County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	550	B
Philips Electronics Ltd., (Strathroy Furniture Div.)	Christian Labour Assn. (Ind.)	200	CO
Phillips Cables Ltd., Brockville	Electrical Workers (IUE) (AFL-CIO/CLC)	500	B
Pilkington Brothers (Canada) Ltd., Scarborough	Glass and Ceramic Workers (AFL-CIO/CLC)	665	CO
Plaza II Hotel, Toronto	Hotel Employees (AFL-CIO/CLC)	250	B
Port Arthur Shipbuilding Co., Thunder Bay	Steelworkers (AFL-CIO/CLC)	200	B
Port Weller Dry Docks Ltd.	Boilermakers (AFL-CIO/CLC), Electrical Workers (IBEW) (AFL-CIO/CLC) (ship-yard empls.)	560	B
Provincial Schools Authority, province-wide	Fed. of Provincial Schools Authority Teachers (Ind.)	700	B
Queen's University, Kingston	CLC-Directly Chartered	350	CO
RCA Ltd., Midland	Electrical Workers (IUE) (AFL-CIO/CLC)	730	B
RCA Ltd., Prescott	Electrical Workers (IUE) (AFL-CIO/CLC)	645	B
RCA Ltd., Smiths Falls	Electrical Workers (IUE) (AFL-CIO/CLC)	272	B
Reed Packaging Ltd., Corrugated Div., Toronto	Printing and Graphic Communications (AFL-CIO/CLC)	247	B
Renfrew County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	435	AR
Rowntree Mackintosh Canada Ltd., Toronto	Retail, Wholesale Employees (AFL-CIO/CLC)	780	CO
Royal York Hotel, Toronto	Hotel Employees (AFL-CIO/CLC)	870	B
Rubbermaid (Canada) Ltd., Mississauga	Auto Workers (CLC)	250	B
St. Catharines General Hospital	Ont. Nurses' Assn. (Ind.)	360	PO
St. Joseph Religious Hospitallers of Hotel Dieu, Windsor	Ont. Nurses' Assn. (Ind.)	312	AR
St. Joseph Religious Hospitallers of Hotel Dieu, Windsor	Service Employees (AFL-CIO/CLC)	360	B
St. Joseph's Hospitals, Chatham and London	Ont. Nurses' Assn. (Ind.) (full-time nurses)	220	B
St. Vincent Hospital, Ottawa	Intl. Operating Engineers (AFL-CIO/CLC)	450	PC
Salvation Army Grace Hospital, Windsor	Service Employees (AFL-CIO/CLC) (Service Unit)	250	B
Scarborough Borough Board of Education	CUPE (CLC) (operations and maintenance empls.)	705	B

Negotiations in Progress during May 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Barborough Centenary Hospital Assn.	Ont. Nurses' Assn. (Ind.)	324	ARB
Barborough General Hospital	OPSEU (Ind.) (office and clerical empls.)	220	B
Barborough Public Utilities Commission	Electrical Workers (IBEW) (AFL-CIO/CLC) (maintenance empls.)	250	B
Operation Centre and nine other hotels, Toronto	Hotel Employees (AFL-CIO/CLC)	4,700	CO
Silverwood Dairies, Div. of Silverwood Industries Ltd., Toronto	Cdn. Operating Engineers (CCU)	200	MED
Simcoe County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,285	B
Simcoe County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	940	B
Simmons Ltd., Bramalea	Electrical Workers (UE) (CLC)	230	CO
Somerville Belkin Industries Ltd., London	Cdn. Chemical Workers (CLC)	205	B
St. Bruce Falls Power and Paper Co., Ltd. and Kimberly-Clark of Canada Ltd., Kapuskasing	Cdn. Paperworkers (CLC) and Electrical Workers (IBEW) (AFL-CIO/CLC)	1,300	B
Square D Co. Canada Ltd., Toronto	Electrical Workers (UE) (CLC)	200	B
Stanton Pipes Ltd., Hamilton	Steelworkers (AFL-CIO/CLC)	230	MED/WS
Steel Co. of Canada Ltd. (Hilton Works), Hamilton	Steelworkers (AFL-CIO/CLC)	12,000	B
Steep Rock Iron Mines Ltd., Steep Rock Lake	Steelworkers (AFL-CIO/CLC)	455	MED
Steeplejack and Masonry Contractors Assn.	Plasterers (AFL-CIO)	230	CO
Steinberg Ltd., southern Ontario	Foodworkers (AFL-CIO/CLC)	5,030	B
Sterling Drug Ltd., Aurora	Oil, Chemical and Atomic Workers (AFL-CIO/CLC)	225	CO
Sterling Packaging Products Ltd., Toronto	Printing and Graphic Communications (AFL-CIO/CLC)	200	CO
St. Lawrence, Dundas and Glengarry County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	555	B
St. Lawrence, Dundas and Glengarry Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	500	B
Stewart International Ltd., Pembroke	Steelworkers (AFL-CIO/CLC)	300	B

Negotiations in Progress during May 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg. Sta.
Sudbury Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	605	B
Sudbury Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	880	B
Sudbury District Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,040	B
Sudbury Regional Police Dept.	Police Assn. (Ind.)	215	B
Sunar Ltd. (Steel Div.), Waterloo	Steelworkers (AFL-CIO/CLC) (hourly-rated and office empls.)	254	PC
Sunbeam Corp. (Canada) Ltd., Toronto	CLC-Directly Chartered	313	ME
Sunnybrook and other hospitals, Toronto and other centres	Service Employees (AFL-CIO/CLC) (non-medical empls.)	9,000	AR
TCF of Canada Ltd., Cornwall	Clothing and Textile Workers (AFL-CIO/CLC)	300	B
Thunder Bay City Corp. (City Hall)	CUPE (CLC) (inside empls.)	320	CO
Thunder Bay City Corp., Grandview Lodge and Dawson Home for the Aged	Service Employees (AFL-CIO/CLC)	360	B
Thunder Bay Construction Assn. (General Contractors and Cement Finishers Divs.)	Carpenters (AFL-CIO/CLC)	500	B
Thunder Bay Grocery Stores	Retail Clerks (AFL-CIO/CLC)	475	B
Toronto City	Fire Fighters (AFL-CIO/CLC)	1,290	B
Toronto City Board of Education	CUPE (CLC) (non-teaching empls.)	400	CO
Toronto City Board of Education (Public School Sector)	CUPE (CLC) (office and clerical empls.)	250	B
Toronto City Board of Education	Council of Trade Unions (AFL-CIO/CLC)	404	ME
Toronto Cloak Manufacturers Assn.	Ladies Garment Workers (AFL-CIO/CLC)	800	B
Toronto Dress and Sportswear Mfgs. Guild (Dress and Sportswear Div.)	Ladies Garment Workers (AFL-CIO/CLC)	1,200	B
Toronto Form Work Assn. (Residential Concrete Forming Contractors)	Intl. Operating Engineers (AFL-CIO/CLC)	200	B
Toronto Heavy Construction Assn. (Subway and General)	Labourers (AFL-CIO/CLC)	300	ME
Toronto Hotel Assn.	Hotel Employees (AFL-CIO/CLC)	1,000	CO
Toronto Masonry Contractors Assn.	Bricklayers Independent Union (bricklayers and stonemasons and bricklayers' assistants)	1,700	PC

Negotiations in Progress during May 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Toronto Metropolitan School Board and Boards of Education for Toronto City and the Boroughs of East York, Etobicoke, North York, Scarborough and York	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	8,600	B
Toronto Metropolitan Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	4,500	B
Toronto Metropolitan and Toronto City	CUPE (CLC) (inside and outside empls.)	9,905	MED
Toronto Public Library Board	CUPE (CLC)	375	B
Toronto Star Newspapers Ltd.	Newspaper Guild (AFL-CIO/CLC)	1,400	PCB
Toronto Transit Commission	Transit Union (AFL-CIO/CLC)	6,380	B
Uniroyal Ltd., Chemical Div., Elmira	Steelworkers (AFL-CIO/CLC)	200	CO
University of Guelph	Staff Assn. (Ind.) (office, clerical, laboratory, technical and agriculture empls.)	950	B
University of Ottawa	Professors Assn. (Ind.)	850	B
University of Toronto	Service Employees (AFL-CIO/CLC) (non-teaching empls.)	710	B
University of Windsor (Maintenance Dept.)	CUPE (CLC)	225	MED
University of Windsor	Service Employees (AFL-CIO/CLC) (office and clerical empls.)	325	CO
Victoria Hospital Corp., London	Office Employees (AFL-CIO/CLC)	350	ARB
Victoria and other area hospitals, London and other centres	Service Employees (AFL-CIO/CLC) (non-medical empls.)	3,100	B
WABCO Ltd., Stoney Creek	Electrical Workers (UE) (CLC)	230	CO
Hiram Walker & Sons Ltd., Walkerville	Auto Workers (CLC)	700	WS
Waterloo County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	800	B
Weatherhead Co. of Canada Ltd., St. Thomas	Machinists (AFL-CIO/CLC)	200	CO
Weldwood of Canada Ltd., Longlac Plywood Div.	Carpenters (AFL-CIO/CLC)	300	B
Welland County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	620	B

Negotiations in Progress during May 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg Sta
Wellington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	510	B
Wellington County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	510	B
Wentworth County Board of Education	CUPE (CLC)	200	CO
Wentworth County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	425	ME
Westeel-Rosco Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	330	B
Westinghouse Canada Ltd., Hamilton	Electrical Workers (UE) (CLC)	2,000	WS
Windsor Board of Education	CUPE (CLC) (caretakers, maintenance empls. and bus drivers)	310	CO
Windsor Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	805	ME
Windsor Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	740	ME
Windsor City Corp.	CUPE (CLC) (inside empls.)	650	B
Windsor Metropolitan General Hospital	Service Employees (AFL-CIO/CLC)	200	B
Windsor Utilities Commission	Electrical Workers (IBEW) (AFL-CIO/CLC)	225	B
Windsor Western Hospital Centre, Inc. (I.O.D.E. Unit)	Service Employees (AFL-CIO/CLC) (General Unit)	230	B
Workmen's Compensation Board, province-wide	CUPE (CLC) (rehabilitation workers, clerks, registered nurses, etc.)	1,200	AR
York Borough Board of Education	CUPE (CLC)	230	B
York Borough Corp. (Works, Parks and Recreation Depts.)	CUPE (CLC)	300	B
York County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	1,250	B
York County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	960	B
York University, Toronto	Faculty Assn. (Ind.)	1,040	B
York University, Toronto	Graduate Assistants Assn. (Ind.) (part-time teachers, demonstrators, tutors and markers)	1,000	B
York University, Toronto	Staff Assn. (Ind.) (secretarial, clerical and technical empls.)	1,000	B

Negotiations in Progress during May 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
<u>MORE THAN ONE PROVINCE</u>			
bitibi Paper Co. Ltd. and subsidiaries, Que. and Ont.	Cdn. Paperworkers (CLC)	3,525	CO
ir Canada, system-wide**	Air Line Flight Attendants (CLC)	2,700	B
ir Canada, system-wide**	Air Line Pilots (Ind.)	1,500	CB
ir Canada, system-wide**	Machinists (AFL-CIO/CLC) (mainten- ance, overhaul, etc., empls.)	7,250	CB
ell Canada, Nfld., Que., Ont. and N.W.T.**	Communications Workers of Canada (CLC) (craft and service empls.)	13,000	CO(R)
ell Canada, Que. and Ont.**	Communications Union Canada (Ind.) (traffic operators and dining service empls.)	8,000	B(R)
urns Meats Ltd., Ont., Man., Sask., Alta. and B.C.	Foodworkers (AFL-CIO/CLC)	2,000	B
IP Containers, Pointe-aux- Trembles, Que. and Burlington, London, Markham and Rexdale, Ont.	Cdn. Chemical Workers (Ind.) and Cdn. Paperworkers (CLC)	950	B
P Air, system-wide**	Air Line Pilots (Ind.)	600	B
P Air, system-wide**	Machinists (AFL-CIO/CLC)	1,750	B
anada Cement Lafarge Ltd., N.S., N.B. and Ont.	Cement Workers (AFL-CIO/CLC)	500	B
anada Packers Ltd. and Wilsil Ltd., P.E.I., Que., Ont., Man., Sask., Alta. and B.C.	Foodworkers (AFL-CIO/CLC)	5,800	MED
anadian Broadcasting Corp., Canada-wide**	Broadcast Employees (NABET) (CLC)	2,950	CO
anadian Broadcasting Corp., Canada-wide**	CUPE (CLC) (office and professional empls.)	2,530	CB
anadian Broadcasting Corp., Canada-wide**	CUPE (CLC) (stagehands, etc.)	1,200	CB
anadian Broadcasting Corp., Canada-wide**	Syndicat des Employes de Production du Quebec (Ind.) (stagehands, etc.)	850	B
anadian International Paper Co. and New Brunswick Inter- national Paper N.B., Que. and Ont.	Cdn. Paperworkers (CLC) and Electrical Workers (IBEW) (AFL-CIO/CLC) (mill empls.)	4,335	CO
anadian Lake Carriers Assn., Great Lakes and St. Lawrence**	Marine Officers (AFL-CIO/CLC) (marine engineer officers)	450	B
anadian Lake Carriers Assn., Great Lakes and St. Lawrence**	Merchant Service Guild (CLC) (deck officers)	500	B
anadian Lake Carriers Assn., Great Lakes and St. Lawrence**	Seafarers (AFL-CIO/CLC) (unlicensed personnel)	2,240	CO

*Federal jurisdiction

Negotiations in Progress during May 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Ne St
Dominion Stores Ltd., Hull, Que. and Toronto and other centres, Ont.	Retail, Wholesale Union (AFL-CIO/CLC)	11,000	B
E.B. Eddy Forest Products Ltd., Hull, Que. and Ottawa, Ont.	Cdn. Paperworkers (CLC) and Machinists (AFL-CIO/CLC) (mill empls.)	1,630	B
GSW Ltd.-Ltee, Dundas, Fergus, Hamilton, London, and Stoney Creek, Ont. and Montreal, Que.	Steelworkers (AFL-CIO/CLC)	625	B
Government of Canada (Treasury Board)**	Cdn. Union of Professional & Technical Employees (Ind.) (translation group)	1,175	B
Government of Canada (Treasury Board)**	Economists, Sociologists and Statisticians Assn. (Ind.)	2,465	B
Government of Canada (Treasury Board)**	Electrical Workers (IBEW) (AFL-CIO/CLC) (electronics group)	3,025	B
Government of Canada (Treasury Board)**	Letter Carriers (CLC)	17,590	B
Government of Canada (Treasury Board)**	Merchant Service Guild (CLC) (ships' officers)	1,305	B
Government of Canada (Treasury Board)**	Postal Officials (Ind.) (postal supervisors)	3,930	B
Government of Canada (Treasury Board)**	Postal Workers (CLC) (postal operations group, non-supervisory)	19,280	C
Government of Canada (Treasury Board)**	Professional Institute (PIPS) (biological sciences group)	850	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (commerce group)	1,475	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (computer systems administration group)	2,115	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (meteorology group)	535	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (nursing group)	2,110	C
Government of Canada (Treasury Board)**	PIPS (Ind.) (physical sciences group)	545	C
Government of Canada (Treasury Board)**	PIPS (Ind.) (scientific research group)	2,045	B
Government of Canada (Treasury Board)**	Professional Institute (Ind.) (veterinary science group)	550	B
Government of Canada (Treasury Board)**	Public Service Alliance of Canada (PSAC) (CLC) (administrative services group)	4,740	C

**Federal jurisdiction

Negotiations in Progress during May 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Government of Canada (Treasury Board)**	PSAC (CLC) (clerical and regulatory group)	46,780	CO
Government of Canada (Treasury Board)**	PSAC (CLC) (communications group)	855	B
Government of Canada (Treasury Board)**	PSAC (CLC) (data processing group)	3,285	B
Government of Canada (Treasury Board)**	PSAC (CLC) (education group)	3,585	CB
Government of Canada (Treasury Board)**	PSAC (CLC) (engineering and scientific support group)	8,080	CO
Government of Canada (Treasury Board)**	PSAC (CLC) (financial administration group)	1,550	B
Government of Canada (Treasury Board)**	PSAC (CLC) (fire fighters, supervisory and non-supervisory)	1,520	B
Government of Canada (Treasury Board)**	PSAC (CLC) (general services group, supervisory and non-supervisory)	13,550	B
Government of Canada (Treasury Board)**	PSAC (CLC) (hospital services group, supervisory and non-supervisory)	4,155	B
Government of Canada (Treasury Board)**	PSAC (CLC) (lightkeepers, supervisory and non-supervisory)	540	B
Government of Canada (Treasury Board)**	PSAC (CLC) (office equipment operations group)	685	B
Government of Canada (Treasury Board)**	PSAC (CLC) (operational group - heating, power and stationary, supervisory and non-supervisory)	2,855	B
Government of Canada (Treasury Board)**	PSAC (CLC) (programme administration group)	21,510	CO
Government of Canada (Treasury Board)**	PSAC (CLC) (secretarial, stenographic and typing group)	12,320	MED
Government of Canada (Treasury Board)**	PSAC (CLC) (welfare programme group)	1,560	B
Greyhound Lines of Canada, system-wide**	Transit Union (AFL-CIO/CLC) (operators, and maintenance and terminal empls.)	900	B
National Research Council of Canada, Canada-wide**	PIPS (Ind.) (professional and scientific category)	850	B
Steel Co. of Canada Ltd., Que., Ont. and Alta.	Steelworkers (AFL-CIO/CLC) (hourly-rated and production empls.)	3,575	B
Swift Canadian Co. Ltd., Ont., Man., Alta. and B.C.	Foodworkers (AFL-CIO/CLC) (production empls.)	1,850	PCB
Upper Lakes Shipping, Great Lakes and St. Lawrence**	Railway, Transport and General Workers (CLC) (unlicensed personnel)	525	B

* Federal jurisdiction

Negotiations in Progress during May 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	No. S
-----------------------	-------	-----------------	----------

Definitions of Codes for Negotiation Stages

B - Direct Bargaining
DMO - Direct Mediation Officer
CO - Conciliation
CB - Conciliation Board
MED - Mediation
PCB - Post Conciliation Bargaining
ARB - Arbitration
WS - Work Stoppage
B/WS - Bargaining After a Work Stoppage
MED/WS - Mediation During a Work Stoppage
F - Fact Finder
PMB - Post Mediation Bargaining
PFB - Post Fact Finder Bargaining
(R) - (R) following the stage of negotiations
indicates that the existing contract has
been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in June 1978

Employer and Location	Union	No. of Empls.
Air Canada, province-wide	Air Line Attendants (CLC)	1,100
Anaconda Canada, Toronto	Auto Workers (CLC) (plant empls.)	850
CNR, Chateau Laurier Hotel, Ottawa	Railway, Transport and General Workers (CLC)	350
CP Air Lines (Air Field Shop and Stores), province-wide	Machinists (AFL-CIO/CLC)	355
Canada Cement Lafarge, Intercity	Cement Workers (AFL-CIO/ CLC)	221
Canadian Appliance Manufacturing Co., Weston	Steelworkers (AFL-CIO/CLC) (production empls.)	500
Canadian Automatic Sprinkler Assn., province- wide	Plumbers (AFL-CIO/CLC)	675
Canadian Shipbuilding & Engineering Ltd. (Collingwood Shipyard Div.)	Steelworkers (AFL-CIO/CLC)	615
Canadian Standards Assn., Rexdale	CUPE (CLC)	300
Carleton University, Ottawa	Support Staff Assn. (clerical, technical, administrative and service empls.)	650
Carlton Cards, Toronto	Independent Greeting Card Workers of Canada	600
Connaught Laboratories, Bolton and Toronto	Employees' Assn. (Ind.)	570
De Havilland Aircraft of Canada, Malton and Toronto	Auto Workers (CLC)	2,500
Dominion Stores Ltd., K-Mart Plaza, Intercity	Retail Clerks (AFL-CIO/CLC) (full-time)	345
Dominion Stores Ltd., K-Mart Plaza, Intercity	Retail Clerks (AFL-CIO/CLC) (part-time)	206
Dominion Stores Ltd., Intercity	Retail, Wholesale Employees (AFL-CIO/CLC)	11,000
Dominion Stores Ltd., Toronto	Retail, Wholesale Employees (AFL-CIO/CLC) (warehouse empls.)	990
Domtar Packaging Ltd. (Corrugated Containers Div.), Etobicoke	Cdn. Paperworkers (CLC)	300
Durham Board of Education	CUPE (CLC) (office and clerical empls.)	202
Durham Regional Municipality	CUPE (CLC) (service, office, technical and professional empls.)	325

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in June 1978 (Cont'd)

Employer and Location	Union	No. Emp1
GSW Appliances (GSW Home Service Div.), Toronto	Steelworkers (AFL-CIO/CLC)	
Great Atlantic & Pacific Co. of Canada Ltd., province-wide	Foodworkers (AFL-CIO/CLC) (full-time)	4,
Great Atlantic & Pacific Co. of Canada Ltd., province-wide	Foodworkers (AFL-CIO/CLC) (part-time)	4,
Halton County Board of Education	CUPE (CLC) (caretakers and maintenance empls.)	2
Humpty Dumpty Foods Ltd., Potato Chip Div., Toronto	Retail, Wholesale Employees (AFL-CIO/CLC)	2
International Hardware Co. of Canada Ltd., Belleville	Molders (AFL-CIO/CLC) (production, maintenance, office and clerical empls.)	2
Knechtel Furniture Ltd., Hanover	Woodworkers (AFL-CIO/CLC)	2
Kraus Carpet Mills Ltd., Waterloo	Employees' Assn. (Ind.)	2
Kroehler Manufacturing Co. Ltd., Plant #5, Stratford, Ont. and Montreal, Que.	Upholsterers (AFL-CIO/CLC)	2
Liquor Control Board of Ontario & Liquor Licence Board of Ontario, province-wide	Employees' Assn. (Ind.)	3,3
London Transportation Commission	Transit Union (AFL-CIO/CLC)	3
Mississauga City Corp., Transit Dept.	Transit Union (AFL-CIO/CLC)	2
Monsanto Canada Ltd., Woodbridge	Clothing and Textile Workers (AFL-CIO/CLC)	2
Moore Corp. Ltd., Moore Business Forms Div., Fergus	Printing and Graphic Communi- cations (AFL-CIO/CLC)	2
National Research Council of Canada, Ottawa	Professional Institute (PIPS) (Ind.) (research officers group)	8
Ontario Boilermaker Contractors Assn., province-wide	Boilermakers (AFL-CIO/CLC)	1,
Ontario Educational Communications Authority, province-wide	Cdn. TV & Radio Artists (CLC)	1,0
Ontario Hydro, Richard L. Hearn G.S. Unit, Toronto and J. Clark Keith G.S. Unit, Windsor	Cdn. Operating Engineers (CCU)	1
Peel Board of Education	Caretakers Assn. (Ind.)	1
Peel Board of Education	CUPE (CLC) (office and clerical empls.)	4
Penmans, Div. of Domil Industries Ltd., Brantford	Clothing and Textile Workers (AFL-CIO/CLC)	1

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in June 1978 (Cont'd)

Employer and Location	Union	No. of Empls.
Port Arthur Shipbuilding Co., Thunder Bay	Steelworkers (AFL-CIO/CLC)	200
Reed Packaging Ltd., Corrugated Div., Toronto	Printing and Graphic Communi- cations (AFL-CIO/CLC)	247
Rubbermaid (Canada) Ltd., Mississauga	Auto Workers (CLC)	250
Ryerson Polytechnical Institute, Toronto	Faculty Assn. (instructors)	500
Sklar Furniture Ltd., Peppler Div., Hanover	Woodworkers (AFL-CIO/CLC)	280
Square D Co. Canada Ltd., Toronto	Electrical Workers (UE) (CLC)	200
Stainless Steel Equipment Manufacturers, Toronto	Sheet Metal Workers (AFL- CIO/CLC)	200
Steinberg Ltd., Central and Western Ontario	Foodworkers (AFL-CIO/CLC)	4,300
Sudbury Board of Education	CUPE (CLC)	450
TCF of Canada Ltd., Cornwall	Clothing and Textile Workers (AFL-CIO/CLC)	300
TRW Canada Ltd. (United-Carr Div.), Brantford	Employees' Assn. (Ind.)	370
Toronto Cloak Manufacturers Assn.	Ladies Garment Workers (AFL-CIO/CLC)	800
Toronto Metropolitan Roman Catholic Separate School Board	CUPE (CLC)	670
Toronto Transit Commission	Transit Union (AFL-CIO/CLC)	6,380
Treasury Board of Canada	Economists, Sociologists and Statisticians Assn. (Ind.) (economics, sociology and statistics group)	2,210
Treasury Board of Canada	Letter Carriers Union of Canada (CLC) (postal operations, non-supervisory)	7,100
Treasury Board of Canada	Postal Workers (CLC) (postal operations, non- supervisory)	3,500
Treasury Board of Canada	Professional Institute (PIPS) (Ind.) (commerce group)	855
Treasury Board of Canada	PIPS (Ind.) (meteorology group)	210
Treasury Board of Canada	PIPS (Ind.) (scientific research group)	1,120
Treasury Board of Canada	Public Service Alliance of Canada (CLC) (heating, power and stationary plant operations, supervisory and non-supervisory)	3,500
Union Carbide Canada Ltd., Lindsay	Printing and Graphic Communi- cations (AFL-CIO/CLC)	398

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in June 1978 (Cont'd)

Employer and Location	Union	No. of Empls.
University of Guelph	Staff Assn. (Ind.) (veterinary and agricultural college)	9
University of Toronto	Service Employees (AFL-CIO/CLC)	7
University of Toronto, Libraries	CUPE (CLC) (non-professional empls.)	4
Westeel-Rosco Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	3



Labour
Canada

Travail
Canada



Ontario

LABOUR CANADA
OTTAWA

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
June 1978



Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

Foreword

This report consists of three sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in June 1978, and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries - the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

Some of the settlements note that the wage increases are subject to the approval of the Anti-Inflation Board. This note is generally included only when part of an increase is withheld pending the Board's decision. It is not extended to other settlements which may require AIB approval, even if the wage increases appear to exceed the anti-inflation guidelines.

The second section lists the negotiations underway in June 1978. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The third section lists the agreements that are scheduled to expire in July 1978.

This report was prepared jointly by Labour Canada and the Ontario Ministry of Labour. Labour Canada reports on non-construction situations covering 500 or more employees. The Ontario Ministry of Labour reports on non-construction situations covering 200 to 499 employees and on all construction situations covering 200 or more employees.

July 29, 1978

Contents

	Page
Index to Settlements Reported	340
June 1978 Settlements	
Food and Beverage	346
Tobacco Products	351
Wood	352
Furniture and Fixture	354
Paper and Allied	357
Printing, Publishing and Allied	359
Metal Fabricating	361
Machinery	366
Transportation Equipment	367
Electrical Products	372
Non-Metallic Mineral Products	376
Petroleum and Coal Products	380
Chemical and Chemical Products	381
Miscellaneous Manufacturing	382
Mines	383
Transportation	386
Communication	387
Electric Power, Gas and Water Utilities	388
Finance, Insurance and Real Estate	389
Education and Related Services	389
Health and Welfare Services	404
Federal Administration	406
Local Administration	409
Construction	415
Addendum	
April 1978 Settlements	421
May 1978 Settlements	422
Negotiations in Progress during June 1978	
Covering 200 or More Employees	430
Collective Bargaining Agreements Covering 200 or More Ontario Employees Expiring in July 1978	450

Highlights

Brewery Workers Settlements. A jointly negotiated settlement between the Canadian Union of Brewery Workers and three major Ontario breweries (Carling O'Keefe, Labatt's, Molson's) and the Brewers' Warehousing Company was concluded in mid-June, averting a potential province-wide strike. A primary bargaining objective of the union was the elimination of regional disparities in wages and benefits and achievement of parity with brewing industry pay rates in British Columbia. Despite the union's initial preference for a retention of individual bargaining at each of the companies, the companies succeeded in obtaining agreement on a reversion to province-wide joint bargaining, last used in 1974. An additional issue facing the negotiators was the uncertainty over the 1977 wage increases occasioned by a pending decision on the union's appeal against an earlier AIB rollback. The AIB ruling, since upheld by the Administrator, reduced the proposed one-year wage increases to 49 cents per hour at Molsons and 47 cents at the other companies, and eliminated negotiated improvements in a number of other contract provisions.

The new industry-wide settlement, which served as a basis for nine separate renewal agreements covering over 3,000 workers, was for a two-year term to December 31, 1979, with the first year still subject to AIB guidelines. It included a 1978 general wage increase of about 6 per cent, or 49 cents per hour for most of the units, and a further two-step increase of \$1.34 per hour in 1979. Effective January 1, 1979, a 43 cent cost-of-living float originating in the 1974-76 agreements will be incorporated into the wage structure, and a triggered cost-of-living provision will be operative during the final six months of the new contracts. Other changes involved special wage adjustments for mechanics and drivers, and the introduction or improvement of a variety of benefit provisions, including reinstatement of some which had been eliminated by the previous AIB decision.

Paper Industry Settlements. Negotiations in the Eastern Canadian pulp and paper industry commenced in March, when the principal union involved in bargaining, the Canadian Paperworkers Union (CPU), served Canadian International Paper Company and Abitibi Paper Company with identical contract proposals. The two largest newsprint manufacturers, employing more than 8,000 workers at 14 mills in Ontario, Quebec and New Brunswick, were selected by the union as the target companies with the aim of establishing a pattern for future settlements affecting a total of 35,000 CPU members throughout the industry in Eastern Canada, including about 18,000 in Ontario. The union's bargaining priorities comprised pension improvements, job security and wage parity with paperworkers in British Columbia.

The Canadian International Paper Company of Montreal was the first firm to reach a renewal agreement covering its 4,700 employees, members of the CPU and the Electrical Workers (IBEW),

at five mills in three provinces, including the Hawkesbury operation in Ontario. The two-year pact was concluded in June at the post conciliation bargaining stage. It provided a two-step general wage increase of \$1.01 per hour, raising the base wage rate to \$7.37 in the first year, and to \$7.80 in the second. Other changes included improvements in pensions, job security, paid vacations, life insurance, long-term disability benefits and shift premiums.

Meanwhile, bargaining was continuing at the other major paper companies participating in the 1978 round of negotiations (Abitibi, Domtar, E.B. Eddy, Great Lakes Paper, Ontario-Minnesota Pulp and Paper, Ontario Paper, and Spruce Falls/Kimberly-Clark). All were still at the conciliation stage at the end of June, with the exception of Abitibi which received a "no-board" report on June 26.

Newspaper Settlements. The Toronto Star and the Toronto Newspaper Guild (TNG) reached a renewal agreement covering the company's 1,500 employees in all departments, except those involved in the mechanical production of the newspaper. The settlement was concluded in early June with the assistance of a mediator after a series of votes, establishment of a work-to-rule campaign and a strike deadline, as well as an initial rejection of the Star's final offer. At issue were monetary items, contract duration and the newspaper's demand for removal of present double-time payments for work done on Sundays, along with insistence on additional exclusions of specific positions from Guild jurisdiction. The union also sought a re-scheduling of the present 35-hour week over four days instead of five, and restrictions on the use of freelancers.

The new 18-month agreement, running through June 30, 1979, called for a 6 per cent salary increase to a maximum of \$22 per week in the first year, and 3 per cent or \$12 in the last six months. It also provided for shorter qualifying periods for four and five weeks' vacation and revisions of the pension and dental plans as a concession for the longer contract term, but removed double time for workers engaged in the production or distribution of the new Sunday edition.

The settlement generally followed the pattern established in bargaining last year with the Star's craft unions, although the contract length put the Guild out of step with the craft unions, which have two-year agreements scheduled to expire in December 1978. Nonetheless, this change resulted in a common expiry date with three TNG contracts covering 400 editorial, circulation and maintenance-delivery employees at the Globe and Mail. The Globe-Guild contracts were concluded in January 1978 at the post-mediation bargaining stage. They included a two-year term retroactive to July 1, 1977 with salary increases of \$28 per week in the first year and \$22 in the second year for editorial employees paid at or above the reporter key rate, and about 8 per cent and 6 per cent, respectively, for

all others. The monetary package also provided higher shift differentials and allowances for equipment owned by photographers and improvements in bereavement leave, dental plan and travel provisions. /See pp. 7-9 of the January 1978 issue of this report for details./

Ready Mix Concrete Settlements. Two sets of joint negotiations in the Southwestern Ontario ready mix concrete industry resulted in similar 24-month settlements affecting drivers and mechanics represented by Teamsters Locals 230 (Toronto), 879 (Hamilton) and 141 (London). Both settlements were concluded in June with mediation assistance, following a two-day strike staged by 700 members of Local 230 employed by nine major ready-mix concrete producers in the Toronto area. The main issues in dispute involved working hours and overtime regulations governing the existing weekly guarantee payments and also the second year pay increases in the proposed contracts. Due to the March 31, 1978 expiry dates of the previous agreements, the first year of the new pact was subject to anti-inflation guidelines. The settlements formed the basis for about 40 individual renewal agreements (17 in the Toronto area) covering a combined total of about 1,400 workers.

The new agreements provided general wage increases of \$1.15 per hour split into four increments over two years, with the first 35 cents paid retroactively to April 1, 1978. Other changes involved a higher weekly guarantee, increased health and welfare benefits, a two-step increase in employer contributions to the pension fund, and improvements in a number of provisions including eligibility for holiday pay and bereavement leave.

Great Lakes Seamen Settlement. Unlicensed seamen on the Great Lakes-St. Lawrence Seaway system ratified a one-year agreement negotiated by the Canadian Lake Carriers Association (CLCA) and the Seafarers' International Union (SIU). The settlement covered 2,110 sailors and was reached in June at the conciliation officer stage. It provided an average wage increase of 8.8 per cent effective June 1, 1978, one day after the previous two-year contract expired. Along with the pay increases, the seamen's settlement contained a number of improvements in fringe benefits, such as dirty work premium, vacation pay and transportation and subsistence allowances. The employers also agreed to increase their contributions to the SIU Welfare, Pension and Hiring Hall funds and to the union's Training Institute. In the non-monetary area, the union was successful in obtaining a successor rights clause to protect jobs, as well as long-sought safe working practices regulations.

The SIU pact, the largest marine agreement in Canada, applies to 16 member-companies of the CLCA and usually sets the pattern for most of the water transportation sector. In the 1976 round of bargaining the SIU negotiated jointly with the Canadian Merchant Service Guild and the Canadian Marine Officers Union,

and arrived at a 24-month master settlement, which was subsequently rolled back by the AIB. This year the three unions decided to bargain individually with the CLCA. As of the end of June the two smaller unions, acting on behalf of about 400 deck officers and 350 engine-room officers aboard Great Lakes vessels, were still negotiating their renewal agreements, with the Marine Officers entering the federal conciliation board stage.

Hospital Support Staff Settlements. Seven locals of the Service Employees International Union (SEIU), representing 9,500 non-medical employees at 43 hospitals in Toronto and other centres of the province, reached a one-year settlement through compulsory arbitration. The June award provided a general wage increase of \$54 per month (or 31 cents per hour) plus \$9 per month in trade adjustments. It also introduced a number of changes to standard contract provisions, with a stipulation that superior benefits or conditions provided by previous agreements will prevail. The uniform clauses included improved shift premiums and new provisions covering experience pay and standby pay, premium in lieu of weekend off, ambulance attendants premium and paid mourning leave. Major changes in the standard health and welfare provisions involved a conversion of the present sick leave plan into a disability program integrated with UIC benefits, a new basic dental plan and an extended health care plan. The employers agreed to pay one half of the cost of billed premiums for the new plans and for the long term disability portion of the disability program.

The SEIU award represented the first major settlement in the current round of Ontario hospital negotiations affecting about 32,000 support staff covered by agreements due for renewal on March 31, 1978. In the preliminary stages of bargaining the major unions involved, the Canadian Union of Public Employees (CUPE) and three sections of the SEIU, proposed to negotiate a master contract on a province-wide basis. A disagreement with the Ontario Hospital Association over the form of bargaining led to an impasse between the parties and a return to the joint regional structure prevalent in previous contract negotiations. At the time the dispute involving the 43 SEIU units was being resolved in arbitration, the 18,000 workers under contracts with CUPE, 3,000 with London local 220 SEIU and 2,000 with Windsor local 210 SEIU continued to negotiate jointly in their respective regions. Shortly after the award was issued, the talks were delayed to await the AIB decision on the SEIU award, which probably would determine the other groups' negotiating positions. The AIB has since recommended that the arbitrated wage-benefit increase of about 6.5 per cent be reduced to the guideline of 4 per cent.

In another development, the Public Service Alliance of Canada concluded in direct bargaining two renewal agreements covering about 3,500 supervisory and non-supervisory employees

in the hospital services group of the Treasury Board of Canada. The 6-month contracts with wages covering a one-year period retroactive to December 26, 1977, provided general increases of 28 cents per hour to all rates at the three lowest levels of pay and 29 cents to rates above level 3, as well as several improvements in fringe benefits. The agreements apply to employees performing service duties in hospitals and other patient-care institutions across Canada. Most of them work as orderlies, cleaners and cooks for establishments under the Federal departments of Health and Welfare, National Defence and Veterans' Affairs.

Municipal Sector Settlements. About 80 per cent of the 1978 agreements between various locals of the Canadian Union of Public Employees (CUPE) and major Ontario city corporations or regional municipalities were settled between January and June. The 27 new agreements, covering about 19,000 civic employees, resulted from 23 settlements, including the Metro and City of Toronto master pact with CUPE locals 43 and 79. As in the past, the two major CUPE locals negotiated jointly and co-ordinated their bargaining with the smaller units in the five boroughs. Wage increases were not a major issue in dispute, as the settlements remained subject to controls, but the union was insisting on improvements in the dental plan and vacations, a new weekend premium and updating of the cost-of-living escalator. The borough locals also pressed for standardization of pension benefits in their areas by bringing the civic staff plans into line with the Ontario Municipal Employees Retirement System. A similar revision of the Metro pension plan, approved in October 1977, equalized pension benefits for Metro employees with those already enjoyed by the City civic staff.

A tentative settlement for locals 43 and 79 was reached in mid-April at the mediation stage of bargaining and was ratified by the membership in early June. The delay was caused by the time required to distribute information concerning a new job evaluation plan involving introduction of a complex scheme of rating by points. The new system is expected to be implemented for the City units in 1978 and for the Metro units in 1979. The new one-year settlement provided general wage and salary increases of 5.75 per cent, with the existing cost-of-living provision remaining inoperative during term of the contract. Other negotiated terms included a number of new features, such as a premium for working weekends as part of a regularly scheduled work week, a clothing allowance for nursing attendants and a metric tool clause, as well as improvements in the existing provisions concerning vacations, optical benefits, mileage allowances and an extension of health insurance premium coverage.

The settlement served as a basis for four separate agreements covering 10,495 inside and outside employees of the City and Metro Toronto and set a pattern for subsequent contracts

in the surrounding boroughs affecting an additional 3,500 workers. The Boroughs of East York, Etobicoke and Scarborough settled their five civic agreements either in direct bargaining or conciliation. Two contracts in North York, where the upgrading of pensions was in dispute, were resolved in mediation with the parties consenting to submit the pension issue to arbitration. York has yet to reach agreement, but their main monetary terms will most likely follow the established pattern.

Of the remaining 16 agreements, affecting about 5,000 civic employees in other major centres across the province, 12 were settled in direct negotiations, three were achieved at the conciliation or post conciliation stage and one was resolved in mediation. In the latter case, involving 510 London outside employees, the parties agreed to finalize a long standing job re-evaluation and implement the resultant wage adjustments as of July 1, 1978. All the new agreements, with two exceptions, covered a one-year term and provided direct wage increase ranging from 4.5 to 6 per cent. The negotiated increases resulted in basic wage adjustments of 26 to 35 cents per hour, bringing the 1978 rates for labourers into the \$6.06 to \$6.43 range.

The two exceptions included the City of Thunder Bay, which settled for a two-year term with both their inside and outside units. The new contracts provided a wage increase of about 10 per cent over 24 months supplemented by cost of living adjustments and additional improvements in benefits. The outside group settlement called for a general hourly increase of 42 cents in 1978 raising the labourers rate to \$6.55. In the second year, the workers received a further 3 per cent increase in wages together with COLA adjustments calculated on the basis of a .3 factor and folded into wages every four months [the outside unit's settlement was reported on pp. 235-236 of the April issue of this publication]. Members of the inside group accepted an average annual salary increase of \$690 plus 3.3 per cent in the first and the second year, respectively. A similar COLA formula in their agreement provided for three additional lump sum payments during 1979.

At the end of June negotiations were progressing in the remaining five major areas, with Kingston (inside unit) and Windsor (inside and outside units) at the conciliation stage, whilst York Borough, Ottawa City and Regional Municipality (inside and outside units) and Durham Regional Municipality (inside unit) were still involved in direct bargaining.

Index to Settlements Reported, June 1978

Employer and Location	Union	Page
American-Standard, a div. of Wabco-Standard Ltd. (Pottery Div.), Toronto	Potters (AFL-CIO/CLC) (production and maintenance empls.)	378
Wallace Barnes Co. Ltd., Hamilton	Steelworkers (AFL-CIO/CLC)	364
Bell Canada, Nfld., Que., Ont. and N.W.T. (wage reopener)	Communications Workers of Canada (CLC) (craft and services empls.)	387
Benson & Hedges (Canada) Ltd., Brampton	Tobacco Workers (AFL-CIO/CLC)	351
Brewers' Warehousing Co. Ltd., province-wide; Molson's Brewery (Ontario) Ltd., Toronto and Barrie; Labatt's Ltd, Toronto, Kitchener and Waterloo; and Carling O'Keefe Breweries of Canada Ltd. and Carling O'Keefe Transport Ltd., Toronto	Cdn. Brewery Workers (CLC) (ware-house empls., retail store clerks and office, production and transport empls.)	349
Caland Ore Co. Ltd., Atikokan	Steelworkers (AFL-CIO/CLC)	383
Canada Building Materials Ltd. and 8 other companies in the Toronto area	Teamsters (Ind.) (ready mix concrete empls.)	377
Canada Forgings Ltd., Welland	Auto Workers (CLC)	365
Canada Veneers Ltd., Pembroke	Carpenters (AFL-CIO/CLC)	353
Canadian Appliance Manufacturing Co. Ltd., Hamilton	Electrical Workers (UE) (CLC) (production empls.)	375
Canadian Bridge Div., Hawker Industries Ltd., Windsor	Steelworkers (AFL-CIO/CLC) (hourly-rated empls.)	361
Canadian International Paper Co., Gatineau, Trois Rivieres and La Tuque, Que. and Hawkesbury, Ont. and New Brunswick International Paper Co., Dalhousie, N.B.	Cdn. Paperworkers (CLC) and Electrical Workers (IBEW) (AFL-CIO/CLC)	357
Canadian Lake Carriers Assn., Great Lakes and St. Lawrence	Seafarers (AFL-CIO/CLC) (unlicensed personnel)	386
Carleton Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	389
Carlton Cards Ltd., Toronto	Independent Greeting Card Workers (plant production empls.)	359
Clark Equipment of Canada Ltd., St. Thomas	Machinists (AFL-CIO/CLC)	366
Connaught Laboratories Ltd., Bolton and Toronto	Employees' Assn. (Ind.)	381

Index to Settlements Reported, June 1978 (Cont'd)

Employer and Location	Union	Page
Crown Cork and Seal Co. Ltd., Concord	Steelworkers (AFL-CIO/CLC)	362
Dare Foods Ltd., Biscuit Div., Kitchener	Bakery Workers (AFL-CIO/CLC)	34
Domtar Inc., Domtar Chemicals Group, Sifto (R) Salt Div., Goderich Mine	Cdn. Chemical Workers (Ind.)	385
Domtar Inc., Domtar Construction Materials/Gypsum Products, Caledonia	Steelworkers (AFL-CIO/CLC)	376
Dufferin County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	390
Durham Region Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	390
Essex County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	391
Etobicoke Borough Board of Education	CUPE (CLC) (caretakers, matrons and maintenance empls.)	391
Etobicoke Borough Corp.	CUPE (CLC) (outside empls.)	409
GTE Automatic Electric (Canada) Ltd., Brockville	Electrical Workers (IUE) (AFL- CIO/CLC)	373
General Mills Canada Ltd., Parker Bros. Div., Vaughan Twp.	Doll and Toy Workers (AFL-CIO/ CLC)	382
Gillies Bros. & Co. Ltd., Braeside	Woodworkers (AFL-CIO/CLC)	352
Gould Manufacturing of Canada Ltd., Mechanical Products Div., St. Thomas	Machinists (AFL-CIO/CLC)	369
Government of Canada (Treasury Board)	PIPS (Ind.) (physical sciences group)	406
Government of Canada (Treasury Board)	PSAC (CLC) (communications group)	406
Government of Canada (Treasury Board)	PSAC (CLC) (data processing group)	407
Government of Canada (Treasury Board)	PSAC (CLC) (hospital services group, supervisory and non- supervisory)	408
Government of Canada (Treasury Board)	PSAC (CLC) (office equipment operations group)	409
Gulf Canada Ltd., Clarkson Refinery, Mississauga	Oil, Chemical and Atomic Workers (AFL-CIO/CLC)	380
Halton Regional Board of Commissioners of Police	Police Assn. (Ind.)	428

Index to Settlements Reported, June 1978 (Cont'd)

Employer and Location	Union	Page
Hamilton City Hydro-Electric Commission	Electrical Workers (IBEW) (AFL-CIO/CLC)	388
H.J. Heinz Co. of Canada, Ltd., Leamington	Foodworkers (AFL-CIO/CLC)	346
Holmes Foundry Ltd., Sarnia	Auto Workers (CLC)	422
Kent County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	392
Kroehler Mfg. Co., Ltd., Stratford, Ont. and Montreal, Que.	Upholsterers (AFL-CIO/CLC) (production and maintenance empls.)	354
Lambton County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	392
Lambton County R.C.S.S. Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	421
Liberty Furniture Industries Ltd., Toronto and Vaughan Twp.	Steelworkers (AFL-CIO/CLC)	355
London City Board of Commissioners of Police	Police Assn. (Ind.) (policemen)	410
McDonnell Douglas Canada Ltd., Mississauga	Auto Workers (CLC) (production empls.)	367
Metropolitan Toronto Apartment Builders Assn. (Apartment Builders and House Builders) (wage reopener)	Labourers (AFL-CIO/CLC)	415
Nashua Canada Ltd., Peterborough	Printing and Graphic Communications (AFL-CIO/CLC)	359
North York Borough Board of Education	CUPE (CLC) (office, clerical and technical empls.)	393
North York Borough Corp.	CUPE (CLC) (inside empls.)	410
North York Borough Corp.	CUPE (CLC) (outside empls.)	411
Northern Wood Preservers Ltd., Thunder Bay	Carpenters (AFL-CIO/CLC)	353
Norton Co., Electric Furnace Plants, Niagara Falls	Intl. Chemical Workers (AFL-CIO/CLC) (hourly-rated and piecework empls.)	379
Ontario Assn. of Millwrighting Contractors	Carpenters (AFL-CIO/CLC)	415
Ontario Housing Corp.	CUPE (CLC) (maintenance empls. in Metro Toronto)	389
Ontario Produce Co. Ltd., Ont. Food Div. of Oshawa Group Ltd., Malton and Toronto	Teamsters (Ind.) (warehousing, building and equipment and garage maintenance empls.)	426

Index to Settlements Reported, June 1978 (Cont'd)

Employer and Location	Union	Page
Operating Engineers Employers Agency	Intl. Operating Engineers (AFL-CIO/CLC) (commercial, industrial and institutional construction)	416
Ottawa Board of Education	CUPE (CLC) (office, clerical and technical empls.)	393
Ottawa City Corp.	Fire Fighters (AFL-CIO/CLC)	412
Ottawa Mechanical Contractors Assn. and Renfrew County Mechanical Contractors Assn.	Plumbers (AFL-CIO/CLC) (Residential Sector)	420
Oxford County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	394
Pilkington Brothers (Canada) Ltd., Scarborough	Glass and Ceramic Workers (AFL-CIO/CLC)	379
Procor Ltd., Oakville	Boilermakers (AFL-CIO/CLC)	361
Queen's University, Kingston	Kingston Heating and Maintenance Workers' Union (CLC)	401
RCA Ltd., Midland	Electrical Workers (IUE) (AFL-CIO/CLC)	374
RCA Ltd., Prescott	Electrical Workers (IUE) (AFL-CIO/CLC)	372
RCA Ltd., Smiths Falls	Electrical Workers (IUE) (AFL-CIO/CLC)	383
Rowntree Mackintosh Canada Ltd., Toronto	Retail, Wholesale and Department Store Union (AFL-CIO/CLC)	348
St. Joseph's Hospitals, Chatham and London	Ont. Nurses' Assn. (Ind.) (nurses, full-time)	427
Sault Ste. Marie Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	394
Scarborough Borough Corp.	CUPE (CLC) (office, clerical and technical empls.)	412
Scarborough General Hospital	OPSEU (Ind.) (office and clerical empls.)	404
Silverwood Dairies (Div. of Silverwood Industries Ltd.), Toronto	Cdn. Operating Engineers (CCU)	346
Simmons Ltd., Bramalea	Electrical Workers (UE) (CLC)	356
Steep Rock Iron Mines Ltd., Atikokan	Steelworkers (AFL-CIO/CLC)	384
Steeplejack and Masonry Restoration Contractors Assn., province-wide	Plasterers (AFL-CIO)	420

Index to Settlements Reported, June 1978 (Cont'd)

Employer and Location	Union	Page
Sterling Packaging Products Ltd., Scarborough	Printing and Graphic Communications (AFL-CIO/CLC) (hourly-rated empls.)	365
Sudbury Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	395
Sunar Ltd., Steel Div., Waterloo	Steelworkers (AFL-CIO/CLC) (office and production empls.)	355
Sunbeam Corp. (Canada) Ltd., Toronto	Federal Labour Union (CLC)	372
Sunnybrook Hospital and 42 other hospitals throughout Ontario	Service Employees (AFL-CIO/CLC)	404
Thunder Bay City Corp.	CUPE (CLC)	413
Toronto City Board of Education	CUPE (CLC) (elementary school office and clerical empls.)	395
Toronto City Board of Education	CUPE (CLC)	396
Toronto City Board of Education (Maintenance and Construction Dept.)	Toronto Building and Construction Trades Council (various AFL-CIO/ CLC Unions) and Machinists (AFL- CIO/CLC)	396
Toronto City and Metro Toronto	CUPE (CLC) (inside and outside empls.)	414
Toronto Masonry Contractors' Assn. Inc.	Bricklayers, Masons Independent Union (CCU) (journeymen brick- layers and stonemasons and bricklayers' assistants)	421
Toronto Star Newspapers Ltd.	Newspaper Guild (AFL-CIO/CLC)	360
University of Guelph	Staff Assn. (Ind.) (office, clerical, laboratory, library, technical and agricultural empls.)	401
University of Ottawa	Professors Assn. (Ind.)	402
University of Waterloo (Plant Operations and Food Services Depts.) (wage reopener)	CUPE (CLC)	403
Victoria County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	397
Weatherhead Co. of Canada Ltd., St. Thomas	Machinists (AFL-CIO/CLC)	370
Welland County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	397

Index to Settlements Reported, June 1978 (Cont'd)

Employer and Location	Union	Page
Wentworth County Board of Education	CUPE (CLC)	398
Windsor City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	398
York Borough Board of Education	CUPE (CLC)	399
York Region Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	400

FOOD AND BEVERAGE

Silverwood Dairies (Division of Silverwood Industries Limited) at Toronto - Local 101, Canadian Union of Operating Engineers (CCU): A 12-month renewal agreement effective from April 1, 1978 to March 31, 1979, covering 285 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>Apr. 1/78</u>
	General Increase	\$16 per week*
	General Labour	\$256.24-\$266.24 (\$240.24-\$250.24)
	Wholesale Driver	\$291.74 (\$275.74)
	Electrician	\$301.24 (\$285.24)

Previous rates reflect a roll-back by the Anti-Inflation Board.

Probationary period is 2 months. Maximum rates for General Labourer are reached after one 2-month increase.

*Note: Increase is subject to approval by the Anti-Inflation Board.

Health and Welfare: Weekly Indemnity - Effective July 1, 1978, benefit is payable for 39 (26) weeks.

Tool Allowance: \$110 (\$90) per year for Licensed Garage Mechanics, Maintenance Mechanics, Cabinet Servicemen and Electricians.

H.J. Heinz Company of Canada, Ltd. at Leamington - Local 459, Foodworkers (AFL-CIO/CLC): Three 24-month renewal agreements effective from May 1, 1978 to April 30, 1980, covering a total of 1,165 employees (factory - 1,000 employees, clerical and technical - 110, factory offices and quality control - 55), settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	<u>May 1/78</u>	<u>May 1/79</u>
	General Increases	7%	6%
	COLA Fold-in	6¢; 8¢ for clerical and quality control empls.	
	<u>Factory Rates</u>		
	Light Production (Job Gr. 1)	\$6.68 (\$6.18)	\$7.08
	Mechanic A (Job Gr. 9A)	\$8.14 (\$7.55)	\$8.63

Cost of Living Allowance: Quarterly adjustments for the period May 1, 1978 to April 30, 1979 of 1¢ per hour for each .375 change in the Consumer Price Index, where 1971 equals 100. 1¢ per hour for each .35 change for the period May 1, 1979 to April 30, 1980. (Previously, 1¢ per hour per 0.5 change in the CPI, where 1961 equals 100. Capped at 6¢ per hour.)

Shift Premium: Effective May 1, 1979, 0-3%-4.5% of base rate for Job Gr. 1 (previously, 0-18¢-28¢).

Paid Vacation: 4 weeks after 12 (14) years and 5 weeks after 19 (20) years. Effective January 1, 1979, 6 weeks (new) after 25 years.

Health and Welfare: Life Insurance - Effective May 1, 1979, employer pays 100% of premium costs for the first \$3,000 (\$1,000) of coverage.

Weekly Indemnity (Hourly Workers in the Plant) - Benefits are payable on 1-1-4-52 (1-4-52) basis.

Long Term Disability Plan - A pool of money has been set aside with the intent of purchasing an LTD plan or some other mutually agreed benefit.

Pension Plan: Basic Benefit - Effective in the first year, \$11 (\$10) per month per year of service. Effective in the second year, \$12.

Supplementary Benefit - Effective in the first year, \$9 (\$7) per month per year of service. Effective in the second year, \$12.

Dare Foods Limited, Biscuit Division at Kitchener - Local 264, Bakery Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1978 to April 30, 1980, covering 275 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>May 1/78</u>	<u>May 1/79</u>	<u>Nov. 1/79</u>
General Increases		35¢	20¢	15¢
Additional Adjustments		25¢ (20¢) differential bonus for Small Ingredient Mixers and Lab Assistants		
Packer		\$5.00 (\$4.65)	\$5.20	\$5.35
Machinist		\$6.22 (\$5.87)	\$6.42	\$6.57

Previous rates reflect a 36-cent roll-back by the Anti-Inflation Board.

Lead Hand Premium: Effective June 13, 1978, 30¢ (25¢) per hour.

Shift Premium: Effective June 13, 1978, 0-18¢-20¢ (0-17¢-17¢).

Paid Vacation: Effective May 1, 1978, 6 weeks after 30 years (new). Effective May 1, 1979, 4 weeks after 14 (15) years and 5 weeks after 21 (22) years of service.

Health and Welfare: Extended Health Care Plan - Effective July 1, 1978, employer pays 50% (new) of cost of premiums for a plan with a deductible of \$25. (Previously, employee paid 100% of cost for a plan with deductibles of \$25 for single coverage and \$50 for family coverage.)

Meal Allowance: \$3.00 (\$2.50) after 10 hours.

Safety Shoe Allowance: \$20 (\$12) per year.

Special Metric Allowance (new): Effective in 1978 only, a maximum of \$50.

Tool Allowance: \$35 (\$20) per year. Effective May 1, 1979, \$40 per year.

Rowntree Mackintosh Canada Ltd. at Toronto - Local 461, Retail, Wholesale and Department Store Union (AFL-CIO/CLC): A 12-month renewal agreement effective from March 1, 1978 to February 28, 1979, covering 680 employees, settled at the conciliation officer stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Mar. 1/78</u>
	COLA Fold-in	5¢
	General Increase	6%, plus 3¢ per hour
	Job Grade D-2 (includes General Labourer - Heavy)	\$4.65-\$4.815 (\$4.31-\$4.465)
	Electronics Technician	\$7.505-\$7.820 (\$7.000-\$7.300)

Holdback: 5¢ per hour, pending approval by the Anti-Inflation Board.

Cost of Living Allowance: 1¢ for each 1/2% or fraction thereof by which the Consumer Price Index exceeds a 3 1/2% rise during the period January 1978 to July 1978 or July 1978 to January 1979. 1961 equals 100. Capped at 6¢ per period. (Formula is unchanged.)

Shift Premium: 0-20¢-30¢ (0-15¢-20¢).

Paid Vacation: 3 weeks after 6 (7) years, 4 weeks after 14 (15) years and 5 weeks after 23 (25) years.

Tool Allowance: Effective January 1, 1979, tool allowance may be claimed as an expense, that is, not subject to tax, on presentation of proof of purchase (new).

Brewers' Warehousing Company Ltd., province-wide; Molson's Brewery (Ontario) Ltd. at Toronto and Barrie; Labatt's Ltd. at Toronto, Kitchener and Waterloo; and Carling O'Keefe Breweries of Canada Ltd. and Carling O'Keefe Transport Ltd. at Toronto - Various Locals, Canadian Brewery Workers (CLC) (warehouse employees, retail store clerks and office, production and transport employees): Nine 24-month renewal agreements effective from January 1, 1978 to December 31, 1979, covering a total of 3,020 employees, settled with mediation assistance. Duration of negotiations - 8 months.

The transport operation at Toronto has been taken over by Molson's and the terms of the collective agreement between W.J. Hyatt Ltd. and Local 304 of the Canadian Brewery Workers have been incorporated into the agreement covering plant employees.

AIB Rollback/
Previous
Agreements:

Negotiated increases of \$1.02 and 13¢ per hour for the 1977 Molson agreement, and \$1 and 13¢ per hour for the other 1977 agreements were reduced to 49¢ for the Molson's agreement and 47¢ for the other agreements.

Increases negotiated for a number of other provisions including shift premium, late-closing premium, sick leave, life insurance, weekly indemnity, dental coverage and a 20-cent addition to the cost of living allowance were also cancelled.

Wages:

Effective	<u>Jan. 1/78</u>	<u>Jan. 1/79</u>	<u>July 1/79</u>
General Increases*	49¢	\$1.09	25¢
COLA Fold-in		43¢	
<u>Adjustments</u>			
Mechanic "A"		30¢	10¢
Tractor Trailer Driver or Truck Driver Hwy.		5¢	5¢

Brewers' Warehousing

Janitor	\$7.84 (\$7.35)	\$9.36	\$9.61
Counter Clerk	\$7.87 (\$7.38)	\$9.39	\$9.64
Mechanic, Maintenance Serviceman	\$8.17 (\$7.68)	\$9.69	\$9.94

Brewers' Warehousing (Office Agreement)

Clerk "D" (Level 2)	\$5.45-\$6.06 (\$4.92-\$5.50)	\$6.58-\$7.31	\$6.84-\$7.60
Clerk "A" (Level 7)	\$7.26-\$8.07 (\$6.80-\$7.51)	\$8.63-\$9.59	\$8.86-\$9.84

Carling O'Keefe, Labatt's and Molson's

Watchman	\$7.83 (\$7.34)	\$9.35	\$9.60
----------	--------------------	--------	--------

	<u>Jan. 1/78</u>	<u>Jan. 1/79</u>	<u>July 1/79</u>
Machine Operator	\$7.98 (\$7.49)	\$9.50	\$9.75
Tractor Trailer Driver/Truck Driver Hwy.	\$8.13 (\$7.64)	\$9.70	\$10.00
Mechanic "A"	\$9.42 (\$8.93)	\$11.24	\$11.59

*The office workers' settlement at Brewers' Warehousing, covering approximately 15 employees, provides for varying wage increases. See rates for Clerks above.

Cost of Living Allowance:

The 43-cent float scheduled to be incorporated into the wage structure January 1, 1979, originates from the 1974-1976 agreements.

1 cent per hour for every .3 points that the Consumer Price Index for December 1979 has increased beyond a 3-point rise over the level for June 1979, where 1971 equals 100. Payable in a lump sum in January 1980 for all hours worked, including vacations and holidays between July 1, 1979 and December 31, 1979.

Unless noted, provisions reported below refer to all five companies.

**Late-Closing Premium
(Brewers' Warehousing):**

Effective January 1, 1979, for stores closing after 6 p.m.:

<u>Shifts Commencing After</u>	<u>Amount (per 8-hour shift)</u>
11 a.m.	\$1.30 (\$1.20)
12 noon	\$1.60 (\$1.50)
1 p.m.	\$1.90 (\$1.80)
2 p.m.	\$2.20 (new)
3 p.m.	\$2.50 (\$2.40)

Shift Premium:

Effective January 1, 1979, 0-35¢-55¢ (0-25¢-30¢ at Brewers' Warehousing and Carling O'Keefe and 0-25¢-35¢ at Labatt's and Molson's).

**Rest Periods
(all except
Brewers' Warehousing):**

Effective January 1, 1979, an additional 15-minute paid break for employees who currently receive a half-hour unpaid lunch period. (Previously, two 15-minute periods.)

Paid Holidays:

Commencing in 1978, January 2 is added, for a total of 11 (10) days at Carling O'Keefe, Labatt's and Molson's. The 11th day at Brewers' Warehousing is to be observed during January, February or March. (11th day negotiated in 1977 becomes effective in 1978.)

Brewers' Warehousing - If no Election Day holiday is observed in the course of any year, an alternate day off will be scheduled (new).

**Holidays
Occurring
During Vacation
(Carling
O'Keefe):**

Holiday pay (unchanged) or alternate day off with pay (new), if mutually agreed.

Paid Vacation: Effective in 1979, 4 weeks after 8 (10) years.

Bereavement Leave: Effective January 1, 1979, 1 day's paid leave in the event of the death of a grandchild (new).

Jury Duty (Molson's): The existing practice by the employer of supplementing jury duty fees to a regular day's pay has been incorporated into this agreement.

Paid Education Leave for Union Purposes (new): Effective January 1, 1979, Brewers' Warehousing - up to 3 days per year per designated Union representative. Total maximum for the program is 100 days per year. Carling O'Keefe, Labatt's and Molson's - up to 3 days per year for each Steward, Alternate Steward and designated Union executive. (Previously, leave was without pay.)

Sick Leave: Effective January 1, 1979, 6 days per year at full basic wage rate, with unused portion paid out at the end of each year. (Previously, Carling O'Keefe and Labatt's had 6 days at \$35 per day. Molson's at Toronto had 6 days at \$50 per day. Molson's at Barrie and Brewers' Warehousing already had 6 days at full pay.)

Health and Welfare: Life Insurance and A.D. & D. - Effective January 1, 1979, \$20,000 coverage. (Previously, \$12,000 Life Insurance and \$10,000 A.D. & D.

Weekly Indemnity - Effective January 1, 1979, benefit is 70% (66 2/3%) of employee's base rate, payable on a 1-4-26 basis. The change applies to new claims. 1978 benefits will reflect the 1978 wage scale, retroactive to January 1, 1978.

Long-Term Disability (Brewers' Warehousing) - Effective January 1, 1979, benefit is 66 2/3% of the employee's base rate in effect during the first 78 weeks (unchanged) and 66 2/3% (60%) of the employee's base rate in effect at the end of the first 78 weeks.

Major Medical (including drugs) - Effective January 1, 1979, lifetime maximum benefit is \$10,000 (\$5,000) per person.

Dental Plan - Effective January 1, 1978, 100% (50%) coverage for basic services, to a maximum of \$250 per year and continuation of 50% coverage for restorative and orthodontic services, to a lifetime maximum of \$2,000. Employer continues to pay full premium.

Meal Allowance for Drivers (Carling O'Keefe and Molson's): \$1.00 per 100 kilometres of specified travel (previously, \$1.50 per 100 miles).

In addition, drivers are allowed \$9 (\$7) per overnight stay at Company-paid accommodation.

Safety Shoe Allowance (Carling O'Keefe): The employer contributes towards 2 pairs per year, to a maximum of \$25 per pair. (Previously, 1 pair per year, to a maximum of \$25, or half the cost of 2 pairs per year, to a maximum of \$12.50 per pair.)

TOBACCO PRODUCTS

Benson & Hedges (Canada) Limited at Brampton - Local 325, Tobacco Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from April 12, 1978 to April 11, 1980, covering 301 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages: Effective April 11, 1979, all employees receive a lump sum payment of \$217.

Effective	<u>Apr. 12/78</u>	<u>Jan. 1/79</u>	<u>Apr. 12/79</u>
General Increases	25¢	21¢	10%
General Help - Light	\$6.18 (\$5.93)	\$6.39	\$7.03
General Help - Heavy	\$6.84 (\$6.59)	\$7.05	\$7.76
Machinist	\$9.57 (\$9.32)	\$9.78	\$10.76

Previous rates reflect a rollback by the Anti-Inflation Board.

Bereavement Leave: 5 (3) days' paid leave upon the death of a spouse or child.

Health and Welfare: Dental Plan - Effective April 12, 1979, employer pays 75% (50%) of cost of premiums.

Supplementary Unemployment Benefit Plan (new): Effective April 12, 1978, employer pays 100% of cost of plan based on length of service and classification prior to layoff. Weekly benefits range from a minimum of \$25 for 5 weeks to a maximum of \$45 for 26 weeks. Qualifying period is 1 year. (This plan replaces the Severance Pay Plan which provided for 1 week's severance pay after 2 years' service, 2 weeks' severance pay after 3 years and 3 weeks' severance pay after 6 years.)

WOOD

Gillies Bros. & Co. Ltd. at Braeside - Local 2-375, Woodworkers (AFL-CIO/CLC):
A 12-month renewal agreement effective from July 1, 1978 to June 30, 1979, covering 250 employees, settled at the bargaining stage. Duration of negotiations - 1½ months.

Wages:	Effective	<u>July 3/78</u>
	General Increase	7%
	Labour	\$5.39 (\$5.04)
	Electrician (Licensed)	\$7.07 (\$6.61)

Weekend Premium: 50¢ (30¢) per hour.

Health and Welfare: Weekly Indemnity - Effective July 1, 1978, \$12.85 per day for employees with less than 5 years' seniority and \$17.00 per day or \$119 per week for employees with more than 5 years' seniority. (Previously, \$12.85 per day for all employees, regardless of seniority.) Employee contribution to cost of plan remains unchanged at 85¢ per month.

Extended Health Care Plan - Effective July 1, 1978, employer pays 100% (75%) of cost of premiums.

Gloves and Mitts: Limitation on maximum number of pairs supplied to specified classifications is removed.

Canada Veneers Limited at Pembroke - Local 2754, Carpenters (AFL-CIO/CLC): A 12-month renewal agreement effective from March 1, 1978 to February 28, 1979, covering 240 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Mar. 1/78</u>
	General Increase	30¢*
	General Help	\$3.94-\$3.99 (\$3.64-\$3.69)
	Class 1 Maintenance Mechanic	\$4.62 (\$4.32)

Probationary period is 30 days. Maximum rates for General Help are reached after 60 days.

*Note: 8¢ of the increase is being withheld pending approval by the Anti-Inflation Board.

Northern Wood Preservers Limited at Thunder Bay - Local 2827, Carpenters (AFL-CIO/CLC): A 24-month renewal agreement effective from May 16, 1978 to May 15, 1980, covering 325 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>May 16/78</u>	<u>Nov. 16/78</u>	<u>May 16/79</u>
	General Increases	40¢	6¢	40¢
	Labour	\$6.55 (\$6.15)	\$6.61	\$7.01
	Electrician Class A	\$8.42 (\$8.02)	\$8.48	\$8.88

Shift Premiums: 0-18¢-23¢ (0-17¢-22¢).

Paid Vacation: Employees with 25 or more years' seniority receive 1 additional day at age 60, 2 additional days at age 61, 3 additional days at age 62, 4 additional days at age 63 and 5 additional days at age 64 (new).

Bereavement Leave: Up to 3 (2) days' paid leave to attend the funeral of a wife, husband, son, daughter and parents.

Grandparents are included in up to 2 days' paid leave to attend the funeral.

Health and Welfare: Weekly Indemnity Plan - Benefits increase to 70% of weekly earnings, to a maximum of \$170 (\$147) per week, payable as previously, on a 1-3-26 basis.

OHIP - Effective July 1978, employer pays \$19 (\$12) per month for single coverage and \$38 (\$24) per month for family coverage.

Dental Plan - Effective May 16, 1979, employer pays \$4.88 per month for single coverage and \$14.74 per month for family coverage towards the cost of a dental plan paying 50% of cost of services and benefits, to a maximum of \$1,000 annually per person. Payments are based on the 1977 Ontario Dental Association fee schedule.

FURNITURE AND FIXTURE

Kroehler Mfg. Co., Limited at Stratford, Ontario and Montreal, Quebec - Locals 199 and 302, Upholsterers (AFL-CIO/CLC) (production and maintenance employees): A 24-month renewal agreement effective from June 25, 1978 to June 28, 1980, covering 367 employees, settled at the bargaining stage. Duration of negotiations - 2 weeks.

Wages:	Effective	June 25/78	June 24/79
Increases		25¢ for Pieceworkers; 30¢ for Hourly-Rated Employees	33¢ for Pieceworkers; 38¢ for Hourly-Rated Employees
Additional Adjustment		20¢ for Maintenance Mechanic's Helper; 50¢ for Master Main- tenance Mechanic, Maintenance Mechanic, Working Supervisor - Power, Heat and Light, Powerhouse Operator (2nd Class), Power- house Operator's Helper (3rd Class), Fireman (4th Class) and Sewing Machine Mechanic	
General Labour		\$4.40-\$4.50 (\$4.10-\$4.20)	\$4.78-\$4.88
Upholstering Sample Maker		\$6.12-\$6.32 (\$5.82-\$6.02)	\$6.50-\$6.70
Master Main- tenance Mechanic		\$6.14-\$6.54 (\$5.34-\$5.74)	\$6.52-\$6.92

Probationary period is 60 calendar days. Maximum rates are reached on merit and within 6 months of hiring.

Shift Premium: Effective June 25, 1978, 0-15¢-20¢ (0-10¢-15¢).

Paid Holidays: Effective in 1978, ½ day on the day before Christmas is added, for a total of 10½ (10) days.

Health and Welfare: Employer Contribution to the UIU Health and Welfare Fund - Effective June 25, 1978, 5% (3%) of gross wages. Contribution funds all health and welfare benefits except OHIP.

OHIP - Effective June 25, 1978, employer contributes \$15 (\$11 per month for single employees and \$30 (\$22) per month for employees with dependents.

Clothing: 1 pair of overalls is supplied to Truck Drivers (new).

Mileage Rate: Effective June 25, 1978, 15.4¢ (14.5¢) per mile for Truck Drivers. Effective June 25, 1979, 16.5¢ per mile.

Lay-Over Compensation: Effective June 25, 1978, \$21.20 (\$20.00) per 8-hour rest for Truck Drivers. Effective June 25, 1979, \$22.79.

Liberty Furniture Industries Limited at Toronto and Vaughan Township - Local 4215, Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from January 1, 1978 to December 31, 1980, covering 250 employees, settled at the post mediation bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	Jan. 1/78	Jan. 1/79	Jan. 1/80
	Increases	14¢-60¢	25¢	25¢
	General Labour	\$3.90 (\$3.69)	\$4.15	\$4.40
	Welder Fitter	\$4.80 (\$4.66)	\$5.05	\$5.30

Cost of Living Allowance: 3¢ per hour for each full 1% increase in the Consumer Price Index, using October 1979 (1976) as the base Index month. Triggered at 6% (7%). To be adjusted every 3 months. Payable March 1, 1980.

Shift Premium: 0-20¢-30¢ (0-15¢-20¢).

Paid Holidays: Heritage Day, if proclaimed, is added for a total of 12 (11) days.

Paid Vacation: 3 weeks after 8 (10) years' service, 4 weeks after 12 (15) years and 5 weeks (new) after 16 years.

Vacation Pay: 10% (new) after 16 years' service.

Health and Welfare: Life Insurance and A.D & D. (new) - Effective June 15, 1978, employer pays 100% of cost of premiums for a plan with \$10,000 coverage.

Weekly Indemnity - Maximum benefit increases to \$160 (\$123) per week, to conform to U.I.C. benefits.

Prescription Drug Plan (new) - Effective January 1, 1979, employer pays 100% of cost for a plan with \$10/\$20 deductible

Sunar Limited, Steel Division at Waterloo - Locals 3292 and 7657, Steelworkers (AFL-CIO/CLC) (office and production employees): Two 24-month renewal agreements effective from May 9, 1978 to May 8, 1980, covering 300 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	May 9/78	May 9/79
	General Increases	7%	6%
	COLA Fold-in		10¢
	<u>Production</u>		
	Sewing M/C Operator	\$5.46 (\$5.10)	\$5.89
	Toolmaker 1st Class	\$7.39 (\$6.91)	\$7.93
	<u>Office</u>		
	Level 1 (includes Clerk Typist)	\$146.76-\$162.94 (\$137.16-\$152.28)	\$159.32-\$176.47
	Level 8 (includes Layout Designer)	\$331.66-\$363.44 (\$309.96-\$339.66)	\$355.54-\$389.22
	Probationary period is 60 working days for office employees. Maximum rates for Clerk Typist and Layout Designer are reached after one 6-month increase followed by annual increases of \$5.00 per week.		
Cost of Living Allowance:	1¢ for each .35 point increase in the Consumer Price Index, where 1961 equals 100. To be adjusted quarterly. Capped at 40¢ in each year. 10 cents is folded into the 1979 base rate, leaving a 30-cent float at the end of the first year. (Previously, COLA was inoperative. Same formula.)		
Vacation Bonus:	Effective May 9, 1978, 17% (15%) of vacation pay.		
Bereavement Leave:	Son-in-law and daughter-in-law are added for up to 1 day's paid leave (new).		
Health and Welfare:	<u>Life Insurance and A.D. & D.</u> - \$12,000 (\$10,000) coverage. <u>Life Insurance for Pensioners</u> - \$2,000 (\$1,000) coverage. <u>Major Medical</u> - Employer pays 100% of cost of premiums for hourly-rated employees. (Previously, only salaried employees.) <u>Vision Care</u> - Maximum benefit increases to \$90 (\$60) every 24 months. <u>Dental Plan</u> - Payments are based on the 1978 (1977) Ontario Dental Association fee schedule in the first year and the 1979 O.D.A. in the second year.		
Pension Plan:	<u>Basic Benefit</u> - \$8.50 (\$8.00) per month per year of service. Effective in the second year, benefit increases to \$8.75 per month per year of service.		

Simmons Limited at Bramalea - Local 513, Electrical Workers (UE) (CLC): A 24-month renewal agreement effective from April 1, 1978 to March 31, 1980, covering 230 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Apr. 1/78</u>	<u>Apr. 1/79</u>
	Increases	40¢ for Maintenance employees; 30¢ for all other groups	35¢
	Additional Adjustment	Piece work system eliminated over term of agreement	
	Group One (Quilting Mechanic Operator)	\$5.61 (\$5.31)	\$5.96
	Tool and Die Maker	\$7.73 (\$7.33)	\$8.08
Cost of Living Allowance:	Effective March 31, 1979, new cost of living provision of 1¢ per hour per 0.35 increase in the Consumer Price Index (1971=100). To be adjusted quarterly to a maximum of 17¢ per hour.		
Paid Holidays:	Effective in 1979, December 24 is added for a total of 11 (10).		
Health and Welfare:	OHIP - Employer pays 100% of cost of 1978 premiums (previously, 100% of cost of 1977 premiums).		
	<u>Weekly Indemnity Plan</u> - Benefits increase to 66 2/3% of weekly earnings, to a maximum of \$160 (\$147) per week. Payable, as previously, on a 1-1-4-26 basis.		
	<u>Dental Plan</u> - Employer pays 100% of cost of premiums of basic dental plan. Effective April 1, 1979, Riders 1 and 2 are added.		

PAPER AND ALLIED

Canadian International Paper Company at Gatineau, Trois Rivières and La Tuque, Que. and Hawkesbury, Ont. and New Brunswick International Paper Company at Dalhousie, N.B. - Locals 21, 28, 142, 146, 163, 251, 263 and 530, Canadian Paperworkers (CLC) and Local 815, Electrical Workers (IBEW) (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1978 to April 30, 1980, covering 4,700 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>May 1/78</u>	<u>May 1/79</u>
	General Increases	58¢	43¢
	Job Class 1 (includes Labourer)	\$7.37 (\$6.79)	\$7.80
	Electrician "A"	\$9.62 (\$9.04)	\$10.05
	Job Class 31 (Head Operator, Recovery and Steam)	\$11.56 (\$10.98)	\$11.99

Previous rates reflect a rollback by the Anti-Inflation Board.

Hours of Work: Modified work schedule of an average 40 hours per week for employees of Local 163, Trois Rivières, is to be implemented prior to October 1, 1978. For example, 12-hour schedule.

Height Premium (new): One-half of straight time rate for work on a scaffold 40 feet or more above solid footing. To be excluded in overtime calculations.

Shift Premium: Effective June 17, 1978, 0-18¢-23¢ (0-15¢-20¢). Effective May 1, 1979, 0-20¢-25¢.

Paid Vacation: Permanent Employees - Effective January 1, 1979, 3 weeks after 5 (8) years, 4 weeks after 12 (15) years and 6 weeks (new) after 27 years.

Seasonal Employees - Effective January 1, 1979, 1½ days for each 25 days of work after 5 (8) years, 2 days for each 25 days of work after 12 (15) years and 3 days (new) for each 25 days of work after 27 years. 1 day per month to a maximum of 10 days with less than 5 years and 2½ days for each 25 days of work after 25 years (unchanged).

Bereavement Leave: 5 (3) days' paid leave for spouse, child or step-child.

Health and Welfare: Life Insurance - Effective July 1, 1978, \$25,000 (\$18,000) maximum coverage.

Effective September 1, 1978, prior to retirement an employee may purchase additional coverage equivalent to basic life insurance coverage (new).

A laid-off employee eligible for severance pay may retain basic and optional life insurance by paying the premium (new).

Long Term Disability Plan - Effective July 1, 1978, employer pays 100% of premium (previously, up to a maximum of \$5.25 per month). After exhaustion of Weekly Indemnity benefits, Plan provides benefits of 50% of regular straight-time salary, to a maximum of \$800 per month, less any payments made under a Government disability plan. Benefits cease at age 62, at death or at retirement, whichever is earlier. Effective May 2, 1979, benefits cease at age 61.

While receiving benefits under this plan, employee will continue to accrue pension benefits and hold life insurance of \$18,000 (\$10,500) at no premium cost.

Pension Plan: Future Service Credit - Effective May 2, 1978, 66.25% of all contributions prior to January 1, 1978. (Previously, 62.5% for service up to January 1, 1973 and 50% for service between January 1, 1973 and December 31, 1977.)

Past Service Credit - 2.65% (2.5%).

Voluntary Early Retirement Plan - Effective May 2, 1978, bridging supplement (new) of \$9 per month times years of service, to a maximum of 30 years of service. Effective May 2, 1979, applies at 61 years of age.

Meal Allowance: Effective June 17, 1978, \$2.50 (\$2).

Metric Tools: Government pays a subsidy of 50% of cost. Employer pays half of the remainder for Tradesmen. (At present Company makes tools available on a loan and return basis.)

Recall Rights on Lay-off: 24 (18) consecutive months for employees with 5 or more years' service. 12 months (unchanged) for others.

Technological Change: Employer to advise union-management committee as soon as possible but not less than 90 (60) days in advance of technological changes and/or automation which will result in lay-offs or changes in employment status.

An employee placed in a lower classification because of technological changes and/or automation will receive the rate of his higher classification for the first 6 (3) months, a rate between the higher and lower classification for the second 6 (3) months and, at the end of the 12 (6) months period, the rate of the new permanent job will apply.

Nashua Canada Limited at Peterborough - Local 520, Printing and Graphic Communications (AFL-CIO/CLC): A 12-month renewal agreement effective from May 1, 1978 to April 30, 1979, covering 200 employees, settled at the conciliation officer stage. Duration of negotiations - 2½ months.

Wages:	Effective	<u>May 1/78</u>
	General Increase	53¢
	Table Work	\$5.27-\$5.32 (\$4.74-\$4.79)
	Mechanic	\$6.79-\$7.01 (\$6.26-\$6.48)

Probationary period is 60 days. Maximum rate for Table Work is reached after one 6-month increase and, for Mechanic, after two 6-month increases.

Shift Premium: 0-22¢-25¢ (0-20¢-22¢).

Paid Vacation: 6 weeks after 28 (30) years' service.

Health and Welfare: Sickness and Accident Plan - Effective August 1, 1978, weekly benefits range from \$140 to \$150 (previously, \$125 to \$135), based on earnings.

Safety Shoe Allowance: Effective August 1, 1978, \$15 (\$10) towards 1 pair per year for other than Maintenance personnel and the Gummer Crew.

PRINTING, PUBLISHING AND ALLIED

Carlton Cards Ltd. at Toronto - Independent Greeting Card Workers Union of Canada (plant production employees): A 24-month renewal agreement effective from July 1, 1978 to June 30, 1980, covering 600 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>July 1/78</u>	<u>July 1/79</u>
	General Increase	8%	Reopener
	General Factory Help	\$3.63-\$3.75 (\$3.36-\$3.47)	
	Head Machinist	\$7.58-\$8.75 (\$7.02-\$7.95)	
Reopener Provision:	For wages and pension, with the changes to be effective July 1, 1979.		
Paid Holidays:	1 floating holiday is added, for a total of 11 (10) days. Heritage Day, if proclaimed by the Government, will take the place of the new float.		

Toronto Star Newspapers Ltd. at Toronto - Local 87, Newspaper Guild (AFL-CIO/CLC):
An 18-month renewal agreement effective from January 1, 1978 to June 30, 1979, covering 1,500 employees, settled with mediation assistance. Duration of negotiations - 9 months.

Wages:	Effective	<u>Jan. 1/78</u>	<u>Jan. 1/79</u>
	Increases	6%, to a maximum of \$22 per week	3%, to a maximum of \$12 per week
	<u>Weekly Rates</u>		
	Junior Clerk (Group 8)	\$172.28-\$208.47 (\$162.53-\$196.67)	\$177.45-\$214.72
	District Representative (non-supervisory key rate) (Group C)	\$236.02-\$394.50 (\$222.66-\$372.50)	\$243.10-\$406.50
	Reporter (Group 3)	\$292.20-\$425.00 (\$275.66-\$403.00)	\$300.97-\$437.00

Sunday Rates: Employees engaged in the production or distribution of the new Sunday edition are paid at straight time rates (new). Sunday work not related to the new edition continues to be paid at double time.

Paid Vacation: Effective January 1, 1979, 4 weeks after 5 (8) years and 5 weeks after 10 (20) years.

Health and Welfare: Dental Plan - During the course of the previous agreement, the employer and the Guild extensively modified the dental plan. The revised terms, subsequently implemented, have been incorporated into this agreement and provide for basic, preventative coverage using the current Ontario Dental Association fee schedule. Employer pays 50% of the premium. (Previously, employer's contribution varied according to type of plan.)

Pension Plan: Effective for retirements on or after January 1, 1979, all eligible service prior to 1976 is to be based on 1975 (1972) earnings.

METAL FABRICATING

Canadian Bridge Division, Hawker Industries Limited at Windsor - Local 2471, Steelworkers (AFL-CIO/CLC) (hourly-rated employees): A 24-month renewal agreement effective from June 1, 1978 to May 31, 1980, covering 218 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 3 months.

Wages:	Effective	<u>June 1/78</u>	<u>June 1/79</u>
	General	35¢	35¢
	Increases		
	Job Class 3 (includes Material Handler Helper)	\$5.37 (\$5.02)	\$5.72
	Job Class 18 (includes Layerout- Machine Shop)	\$6.645 (\$6.295)	\$6.995

Previous rates reflect a 15-cent rollback by the Anti-Inflation Board. The 15 cents was diverted into the past service pension benefit.

Cost of Living Allowance (new): Effective September 1, 1978, 1¢ per hour for each 0.4 point rise in the Consumer Price Index, where 1971 equals 100 and the base Index is the August 1978 Index. To be adjusted quarterly. Capped at 35¢ during the life of the agreement. There will be a 20-cent guarantee on June 1, 1979 if the Index level has not generated 20 cents. In the event that the guarantee is surpassed by June 1, 1979, this amount will proceed to the 35-cent cap.

Health and Welfare: Weekly Indemnity - Effective June 1, 1979, benefits increase to \$160 (\$115) per week.

Procor Limited at Oakville - Local 75, Boilermakers (AFL-CIO/CLC): A 12-month renewal agreement effective from May 24, 1978 to May 24, 1979, covering 327 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>May 24/78</u>
	General Increase	7%
	Experienced Helper	\$5.74 (\$5.36)
	Machinist "A"	\$7.67 (\$7.17)

Paid Holidays: $\frac{1}{2}$ day is added to make the complete day before New Years, for a total of 11 (10 $\frac{1}{2}$) days.

Paid Vacation: 4 weeks after 16 (18) years' service.

Health and Welfare: Life Insurance - Effective January 1, 1979, \$8,000 (\$7,000) coverage.

Weekly Indemnity Plan - Effective May 24, 1978, \$125 per week for all classifications. (Previously, \$100 per week for eligible employees earning less than the Mechanic "B" rate.)

Pension Plan: Basic Benefit - Effective January 1, 1979, \$8.00 (\$7.00) per month per year of service.

Safety Boot Allowance: \$26 (\$20) toward the cost of 1 pair per year. Effective January 1, 1979, \$30.

Crown Cork and Seal Company Limited at Concord - Local 8670, Steelworkers* (AFL-CIO/CLC): A 46-month first agreement effective from September 1, 1977 to June 30, 1981, covering 255 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

*In August 1977, the Steelworkers Union replaced Crown Cork and Seal Employees' Association as the bargaining agent.

Wages:	Effective	<u>July 1/77</u>	<u>Mar. 1/78</u>	<u>Sept. 1/78</u>
General Increases		34.75¢-49.45¢	10¢	10¢
Job Increment Adjustments		10.7¢ (10.0¢)		
Job Class 4 (includes Wrapper)		\$6.8125 (\$6.4510)	\$7.174**	\$7.274
Job Class 23 (Machine Parts Inspector)		\$8.7125 (\$8.2180)	\$9.207**	\$9.307

**These rates reflect COLA fold-ins on November 15, 1977 and February 15, 1978 totalling 14 cents.

Effective	<u>Mar. 1/79</u>	<u>Mar. 1/80</u>
General Increases	10¢	34¢
Job Increment Adjustments	11.2¢	11.6¢
Job Class 4 (includes Wrapper)	\$7.384	\$7.732
Job Class 23 (Machine Parts Inspector)	\$9.512	\$9.936

Previous rates reflect COLA fold-ins made during the term of the 1974-77 contract.

Student Rate: Effective January 1, 1978, students receive the job rate. (Previously, a set rate.)

Cost of Living Allowance: 1¢ per hour per 0.3 change in the U.S. Consumer Price Index, where 1967 equals 100 and the base Index is 181.8, adjusted downwards by .1 to 181.7. To be adjusted quarterly and folded into the wage rates. (Formula is unchanged. However, Index in the previous provision was the Consumer Price Index for Canada, where 1961 equals 100. The Index base was December 1973 or 156.4. Monies generated were treated as an add-on.)

Beginning with the May 15, 1978 adjustment, COLA adjustments are payable for all paid hours. (Previously, for all worked hours.)

Paid Holidays: Effective in 1979, 1 floating day is added, for a total of 11 (10) days. In the event that Heritage Day is proclaimed a holiday, it will replace this 11th day.

Effective September 1, 1977, stipulation that an employee must work the full day preceding and following the holiday in order to qualify for holiday pay is removed.

Special Vacation: Effective in 1978, in addition to regular vacation employees receive an extra 6 weeks of vacation after 20 years' service, 10 weeks after 25 years, 6 weeks after 30 years and 6 weeks every 5 years thereafter. (Previously, 10 weeks after 25 years, only.)

Vacation Bonus: Effective January 1, 1978, \$40 (\$30) per week of vacation. Bonus is not applicable to any year in which the employee receives special vacation.

Leave of Absence: Effective September 1, 1977, employees on leave of absence enjoy full benefit coverage (previously, coverage for Weekly Indemnity benefits only).

Health and Welfare: Life Insurance for Retirees (new) - Effective July 1, 1977, \$4,000 coverage. Conversion privileges still exist.

Weekly Indemnity - Effective October 1, 1977, benefits range from \$140 to \$188 (\$125 to \$173) per week, based on classification. Effective March 1, 1978, \$152 to \$200 per week. Effective March 1, 1979, \$164 to \$212 per week. Effective March 1, 1980, \$176 to \$224 per week. Benefits will not be less than those paid by the UIC.

Vision Care Plan - Effective September 1, 1977, benefits improve to cover frames, lenses and contact lenses. When required for other than cosmetic purposes, 50% of cost of contact lenses is paid, to a maximum of \$200 per lifetime. \$25 per year is paid towards frames. No maximum on lenses. Optical supplies are also covered when prescribed by an eye doctor. Dependents are included in coverage.

Pension Plan: Basic Benefit - Effective July 1, 1977, \$12.50 to \$16.50 (\$11.00 to \$15.00) per month per year of service. Effective March 1, 1979, \$13.50 to \$17.50.

Benefit Supplement - Effective September 1, 1977, \$300 (\$230) per month.

The following pension plan improvements are effective July 1, 1977:

Retirees - Present benefit increases by \$15 per month.

Pension Cap - Increases by 1% for each year of service over 30, to a maximum of 100%. (Previously, 85% cap.)

Absences in excess of 1 month due to layoff and sickness are included in determining final average earnings (new).

Minimum pension after application of Pension Cap is \$12 per month per year of service.

Vesting - After 10 years' service, regardless of age. (Previously, after 15 years' service, or 10 years' service and age 45.)

Special Early Retirement Pension - To be expanded to include the "Rule of 65", that is, age and service must total at least 65, with service of at least 20 years. (Previously, "Rule of 70".)

Rate Retention: Effective September 1, 1977, when an employee is transferred to a higher-rated job for a period of more than 4 weeks, upon return to a lower-rated job he will retain the higher rate for a period of 30 calendar days (new).

Work by Excluded Persons: Effective September 1, 1977, penalty of no less than 1 hour's pay shall be paid to a bargaining unit employee standing by while an excluded person does his work, except in a teaching, experimental or emergency situation.

Wallace Barnes Company Limited at Hamilton - Steelworkers* (AFL-CIO/CLC): A 24-month first agreement effective from April 1, 1978 to March 31, 1980, covering 200 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

*In March 1978, the Steelworkers replaced the Canadian Spring-makers' Union as bargaining agent.

Wages:	Effective	<u>April 1/79</u>
	General Increase	2%
	Light Production Worker	\$4.98 (\$4.88)
	Tool and Die Maker 1	\$7.93 (\$7.77)

Cost of Living Allowance: The 61-cent allowance generated under the previous agreement will continue to float.

Effective April 1, 1978, 1¢ per hour per 0.5 increase in the Consumer Price Index, where 1971 equals 100. To be adjusted quarterly. (Same formula.)

Shift Premium: Effective April 1, 1979, 0-30¢-35¢ (0-25¢-30¢).

Health and Welfare: Weekly Indemnity Plan - Benefits increase to 66 2/3% of weekly earnings, to a maximum of \$173 (\$160). Payable, as previously, for up to 26 weeks.

Pension Plan: \$9.00 (\$8.50) per month per year of service. Effective April 1, 1979, 25¢ is added to base per month per year of service for pensioners who retired prior to April 1, 1977.

Canada Forgings Limited at Welland - Local 275, Auto Workers (CLC): A 36-month renewal agreement effective from May 1, 1978 to April 30, 1981, covering 200 employees, settled during a work stoppage. Duration of negotiations - 2 months.

Wages:	Effective	<u>May 1/78</u>	<u>May 1/79</u>	<u>May 1/80</u>
	General	3%	3%	3%
	Increases			
	Skilled Trades	5¢		
	Adjustment			
	COLA Fold-in	51¢		
	Labourer	\$6.72 (\$6.01)	\$6.92	\$7.13
	Electrician	\$7.84 (\$7.07)	\$8.08	\$8.32

Previous rates include COLA fold-ins during the previous agreement totalling 51¢.

Cost of Living Allowance: 1¢ for each .35 (.45) increase in the Consumer Price Index, where 1971 (1961) equals 100. To be adjusted quarterly and folded into the hourly rates, except for 10¢ which will remain floating.

Shift Premium: Effective May 1, 1980, 0-20¢-30¢ (0-20¢-25¢).

Paid Holidays: Effective May 1, 1979, the employee's birthday is added, for a total of 14 (13) days.

Health and Welfare: Life Insurance and A.D. & D. - Effective May 1, 1978, \$11,000 (\$9,000) coverage. Effective May 1, 1980, \$12,000.

Weekly Indemnity Plan - Maximum benefit increases to \$160 (\$123) per week.

Dental Plan (new) - Effective August 1, 1978, employer pays 100% of cost of Blue Cross #7 Plan with no deductibles and no co-insurance. Payments are based on the 1978 Ontario Dental Association schedule of fees.

Pension Plan: Basic Benefit - \$6.50 (\$6.00) per month per year of service. Effective May 1, 1979, \$7.00 and, effective May 1, 1980, \$7.50.

Education Allowance (new): Employer contributes 1¢ per man-hour worked.

Safety Shoe Allowance: Effective May 1, 1978, \$25 (\$18) per year.

Sterling Packaging Products Limited at Scarborough - Local 466, Printing and Graphi
Communications Union (AFL-CIO/CLC) (hourly-rated employees): A 24-month renewal agreement effective from April 1, 1978 to March 31, 1980, covering 200 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Apr. 1/78</u>	<u>Apr. 1/79</u>
	General Increases	6%	7.5%
	Additional Adjustment		5¢ per hour for Quality Control Inspector and all classifications below same
	Machine Operator	\$3.31-\$3.73 (\$3.12-\$3.52)	\$3.61-\$4.06
	Electrician	\$6.07-\$7.62 (\$5.73-\$7.19)	\$6.53-\$8.19

Probationary period is 60 calendar days. Maximum rates for Machine Operator are reached after three 6-month increases and, for Electrician, after six 6-month increases.

Paid Holidays: Effective April 1, 1979, 1 floating day is added for a total of 11 (10) days.

Paid Vacation: Effective April 1, 1979, 3 weeks after 6 (8) years' service.

Vacation Pay: Employees may elect pay in lieu of leave for the 3rd, 4th and 5th weeks of their vacation (new).

MACHINERY

Clark Equipment of Canada Limited at St. Thomas - Local 2183, Machinists (AFL-CIO/CLC): A 36-month renewal agreement effective from May 27, 1978 to May 26, 1981, covering 470 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>May 27/78</u>	<u>May 27/79</u>	<u>May 27/80</u>
	Average Increases	17¢	15¢	15¢
	COLA Fold-in	52¢		
	General Labourer	\$5.39-\$5.58 (\$4.73-\$4.92)	\$5.51-\$5.70	\$5.63-\$5.82
	Maintenance Repair	\$6.67-\$6.86 (\$5.74-\$5.93)	\$6.85-\$7.04	\$7.03-\$7.22

Probationary period is 60 days worked. Maximum rates reached after 6 months.

Cost of Living Allowance: 50¢ of the \$1.02 allowance generated under the previous agreement will continue to float.

1¢ per hour per 0.34 increase in the Consumer Price Index, where 1971 equals 100. To be adjusted quarterly. (1¢ per hour per 0.45 increase in the CPI, where 1961 equals 100.)

Health and Welfare: Life Insurance - Effective July 1, 1979, \$9,500 (\$8,500).
Effective July 1, 1980, \$10,000.

Life Insurance for Retirees - Effective July 1, 1978, \$1,500 (\$1,000).

Weekly Indemnity Plan - Effective July 1, 1978, benefits increase to \$120 (\$110) per week, payable on a 1-1-8-52 (previously, 1-8-52) basis. Effective July 1, 1979, \$125. Effective July 1, 1980, \$130.

Dental Plan - Coverage for new dental plan, Blue Cross #9, becomes effective October 1979 and is to be paid for by diverting 2¢ from the cost of living allowance each quarter during the first 5 quarters of the contract.

Pension Plan: \$8.00 (\$7.00) per month per year of service. Effective May 27, 1979, \$9.00 per month per year of service. Effective May 27, 1980, \$10.00 per month per year of service.

TRANSPORTATION EQUIPMENT

McDonnell Douglas Canada Ltd. (formerly, Douglas Aircraft Company of Canada Ltd.) at Mississauga - Local 1967, Auto Workers (CLC) (production employees): A 28-month renewal agreement effective from June 12, 1978 to October 17, 1980, with a wage increase retroactive to October 15, 1977, covering 1,500 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 12 months.

Wages:	Effective	<u>Oct. 15/77</u>	<u>Oct. 14/78</u>	<u>Oct. 13/79</u>
General Increases		3%	3%	3%
COLA Fold-in		\$1.15		
Adjustments:				
Group 5		2¢		
Group 8		16¢		
Group 9		10¢		
Groups 10 & 11		8¢		
Labourer (Group 1)		\$6.39-\$6.53 (\$5.09-\$5.22)	\$6.58-\$6.73	\$6.78-\$6.93
Tool & Die Maker (Group 12)*		\$8.29-\$8.37 (\$6.67-\$6.75)	\$8.54-\$8.62	\$8.80-\$8.88

*Tool & Die Maker and Electrician Electronic, formerly in Group 11, are now in the newly established Group 12 category with a 19-cent differential over the former Group 11. Various other positions in the bargaining unit were upgraded.

Cost of Living Allowance: Retroactive to January 14, 1978, quarterly adjustments will continue up to and including July 14, 1979, on the basis of 1¢ for each .3 change in the Consumer Price Index, where 1967 equals 100 (converted from 1961 equals 100). (Formula is unchanged from previous agreement.) Adjustments from October 1979 onward will be based on 1971 equals 100.

The 1-cent COLA diversion in effect since 1970 for funding of a dental and sick leave plan will continue.

The \$1.15 COLA fold-in reported above includes a 13-cent "Traveller" calculated as an extension to the provision of the previous agreement to cover the quarter ending in October, 1977.

- Paid Holidays:** 39 days, including the Christmas shutdown period, during a 36-month period beginning October 24, 1977 (unchanged). The float for 1979 and 1980 has been reserved for NATO Day. If Heritage Day is legislated for 1979 and 1980, 1 day from each of those years will be deducted from the Christmas shutdown period.
- Bereavement Leave:** Grandchild is added, for 3 days' paid leave.
- Educational Leave (new):** Effective October 1, 1978, employer will finance a fund at the rate of 1¢ per compensated hour to provide paid educational leave for employees selected by the Union to attend labour/management studies.
- Health and Welfare:** OHIP - Since the Government has assumed responsibility for premiums for people 65 or older, the employer has passed on the amounts it was formerly paying for the premiums to the retirees. Effective July 1, 1978, new retirees will no longer receive these payments.
- Group Benefit Plans - Since amounts of coverage vary according to an employee's basic hourly wage rate, increases incorporated into the wage structure will result in a higher level of coverage. Amounts of new coverage, including improvements made to each plan as set out below, apply to disabilities occurring on or after July 1, 1978.
- Life Insurance - \$8,500 to \$14,000 (\$7,500 to \$12,000). The option of electing the amount of Life Insurance in 50 monthly installments for employees incurring a disability on or after July 1, 1978, and who subsequently become permanently or totally disabled, is no longer available. Insurance will simply be maintained by the employer until age 65.
- A.D. & D. - \$4,250 to \$7,000 (\$3,750 to \$6,000).
- Accident and Sickness - \$160 to \$170 (\$125 to \$155) per week. The first 15 weeks continues to follow the U.I.C. level.
- Extended Disability - \$285 to \$525 (\$285 to \$480) per month.
- Prescription Drug Expenses - Plan remains unchanged, but eligibility is now limited to those not covered by any other private or statutory plan (new).
- Dental Plan - Payments are based on the 1977 (1971) Ontario Dental Association fee schedule. Plan includes the services of a dental therapist (new).
- Pension Plan:** Basic Benefit - For retirements on or after January 1, 1978, \$12 (\$9) per month per year of service prior to January 1, 1975 and \$12 (\$10) per month per year of service after January 1, 1975.
- Supplemental Benefit - For retirements on or after January 1, 1978, \$10 (\$8) per month per year of service, to a maximum of 25 years. Payable prior to attaining statutory benefit age. \$8 (\$7.20) following statutory benefit age. Amounts are reduced by any applicable statutory offsets.

Early Retirement - No penalty reduction in benefits for any employee electing early retirement on or after July 1, 1978 who has 30 or more years of service and who is at least age 55. Total benefits will be supplemented to \$600 per month until age 65. Thereafter the Early Retirement reductions will be restored. (Previous provision for no actuarial reduction for retirements at age 62 or over regardless of length of service remains.)

Current Retirees and Survivors - Effective January 1, 1978, benefits are increased by \$1 per month per year of service consistent with adjustments applied at the time of retirement.

Transition Survivor Income - \$125 to \$250 (\$100 to \$175) per month for eligible survivors without a dependent child and \$175 to \$275 (\$100 to \$200) per month with a dependent child. Amounts shown are prior to any applicable statutory offsets.

Bridge Survivor Income - \$250 (\$175) per month, with a minimum benefit of \$100 (new).

Lay-off
Benefits:

If approved by Government authorities, a Lay-off Benefit and Security Program consistent with plans in existence with the employer's United States operations will be implemented in lieu of the present Supplemental Unemployment Benefit Plan. Details are not yet concluded.

Gould Manufacturing of Canada Limited, Mechanical Products Division at St. Thomas - Local 1975, Machinists (AFL-CIO/CLC): A 24-month renewal agreement effective from May 19, 1978 to May 18, 1980, covering 360 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>May 19/78</u>	<u>May 19/79</u>
	General	55¢	31¢
	Increases		
	Additional	Stock Chaser and	
	Adjustments	Salvage & Quality	
		Control Inspector	
		are upgraded 1 labour	
		grade; 20¢ for Tool	
		Insp. & Gauge Repair	
	Labour Grade 16	\$4.97-\$5.07	\$5.28-\$5.38
	(includes Packer-	(\$4.42-\$4.52)	
	Service)		
	Labour Grade 2	\$6.98-\$7.18	\$7.29-\$7.49
	(includes Tool-	(\$6.43-\$6.63)	
	maker A)		

Probationary period is 60 working days. Maximum rates for Packer-Service are reached after two 3-month increases of 5¢ and, for Toolmaker A, after four 3-month increases of 5¢.

Cost of Living
Allowance:

Effective in 1979, 1¢ per hour for each .45 rise in the Consumer Price Index, where 1971 equals 100 and the base Index month is April 1979. To be adjusted quarterly and paid as an add-on. Capped at 20¢ during the life of the agreement. (Provision was dormant in the last contract.)

Shift Premium: Effective May 19, 1979, 0-14¢-16¢ (0-12¢-14¢).

Paid Holidays: Effective May 19, 1979, 1 floating day is added, for a total of 13 (12) days. To be taken as Heritage Day if proclaimed a holiday.

Paid Vacation: Effective May 19, 1979, 4 weeks after 15 (17) years' service.

Vacation Pay: Effective May 19, 1979, 10% (9%) vacation pay after 25 years' service.

Bereavement Leave: Effective May 19, 1978, brother-in-law and sister-in-law are included for 1 day's paid leave (new).

Health and Welfare: Life Insurance and A.D. & D. - Effective May 19, 1978, benefits range from \$6,500 to \$9,500 (\$6,000 to \$9,000), depending on wage classification. Effective May 19, 1979, \$7,000 to \$10,000.

Weekly Indemnity - Effective May 19, 1978, benefits range from \$90 to \$125 (\$80 to \$115) per week, depending on wage classification. Effective May 19, 1979, \$100 to \$135 per week.

Dental Plan (new) - Effective January 1, 1979, employer pays 100% of cost of premiums for basic dental plan. Payments are based on the 1978 Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - Effective May 19, 1979, \$7 (\$6) per month per year of service.

Retirees' Benefit - Effective May 19, 1979, \$7 (\$6) per month per year of service.

Weatherhead Company of Canada Limited at St. Thomas - Local 1804, Machinists (AFL-CIO/CLC): A 36-month renewal agreement effective from May 16, 1978 to May 15, 1981, covering 200 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	May 16/78	May 16/79	May 16/80
Increases		45¢ for Day Workers, 34¢ for Old Incentive Workers, 36¢ for Screw Machine Incentive	25¢ for Day Workers, 19¢ for Old Incentive Workers, 20¢ for Screw Machine Incentive	25¢ for Day Workers, 19¢ for Old Incentive Workers, 20¢ for Screw Machine Incentive
COLA Fold-in		20¢ for Day Workers		
Skilled Trades Adjustment		25¢ for employees required to have Certificate of Qualification		
Additional Adjustments		35¢ for Grades 1, 3 and 5	10¢ for Grades 1, 3 and 5	10¢ for Grades 1, 3 and 5

	<u>May 16/78</u>	<u>May 16/79</u>	<u>May 16/80</u>
Grade 27 (includes Bench Inspector)	\$4.80-\$4.92 (\$4.15-\$4.27)	\$5.05-\$5.17	\$5.30-\$5.42
Grade 1 (includes Electrician)	\$6.73-\$6.94 (\$5.48-\$5.69)	\$7.08-\$7.29	\$7.43-\$7.64

Probationary period is 60 work days. Maximum rates for Grade 27 reached after 6 months; for Grade 1 after 12 months.

Cost of Living
Allowance:

Cost of living provision of 5¢ per hour after a 9% increase in the Consumer Price Index in the first year of the agreement. (10¢ per hour after a 5% increase, plus 1¢ per hour per 0.5 increase in the CPI (1971=100) after a 10% increase.)

Effective April 1979, 1¢ per hour per 0.5 increase in the Consumer Price Index (1971=100). To be adjusted quarterly. Capped at 20¢ in the second and third year of the contract.

Shift Premium:

Effective May 16, 1979, 0-15¢-17¢ (0-14¢-16¢). Effective May 16, 1980, 0-16¢-18¢.

Paid Holidays:

1 additional day between Christmas and New Years, for a total of 13 (12) in the second and third years of the agreement.

Paid Vacation:

Effective May 16, 1980, 3 weeks after 7 (8) years, 4 weeks after 17 (18) years and 5 weeks (new) after 25 years.

Vacation Pay:

5% after 3 (4) years, 6% after 7 (8) years, 7% after 11 (12) years, 8% after 17 (18) years, 10% (9%) after 24 (25) years.

Bereavement
Leave:

Common-law spouse plus children included in up to 3 days' paid leave.

Health and
Welfare:

Life Insurance - Effective May 16, 1979, \$9,000 (\$8,000). Effective May 16, 1980, \$10,000.

Life Insurance for Retirees - \$1,000 (new) on normal retirement.

Weekly Indemnity Plan - Benefits increase to \$90-\$110 (\$80-\$100) depending on classification. Payable, as previously, on a 1-1-8-26 basis. Effective May 16, 1979, \$100-\$120. Effective May 16, 1980, \$110-\$130.

Dental Plan - Effective June 1, 1978, employer pays 100% of cost of new basic dental plan paying 80% of eligible expenses.

Pension Plan:

Basic Benefit - \$6.00 (\$5.00). Effective May 16, 1979, \$6.50 per month per year of service. Effective May 16, 1980, \$7.00 per month per year of service.

Disability Pension - \$9.00 (\$7.50). Effective May 16, 1979, \$10 per month per year of service. Effective May 16, 1980, \$11 per month per year of service.

Benefits for Past Retirees - \$5.50 (\$5.00) per month per year of service.

Early Retirement - Employees, who retire between age 60 with 35 years of service and age 65, have benefits reduced by .4% (.5%) for each month prior to 65.

ELECTRICAL PRODUCTS

Sunbeam Corporation (Canada) Limited at Toronto - Local 24762, Federal Labour Union (CLC): A 12-month renewal agreement effective from April 1, 1978 to March 31, 1979, covering 313 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>Apr. 1/78</u>
	General Increase	6%
	General Labourer	\$5.19-\$5.33 (\$4.90-\$5.03)
	Toolmaker	\$7.43 (\$7.01)

Probationary period is 60 days. Maximum rate for General Labourer reached after 3 months.

Health and Welfare: Extended Health Care Plan - Employer pays 100% of cost of premium for new extended health care plan -- Green Shield Extended Health Services Plan E4.

Pension Plan: Maximum pension of \$150 (\$100) per month.

Safety Shoe Allowance: Maximum of \$25 (\$15) per year.

RCA Limited at Prescott - Local 523, Electrical Workers (IUE) (AFL-CIO/CLC): A 24-month renewal agreement effective from July 15, 1978 to July 14, 1980, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 1½ months.

Wages:	Effective	<u>July 15/78</u>	<u>July 15/79</u>
	General Increase	35¢	18¢
	Adjuster-tester Labour Gr.7	\$4.91-\$5.08 (\$4.56-\$4.73)	\$5.09-\$5.26
	Electrician A Labour Gr. 15	\$6.21-\$6.46 (\$5.86-\$6.11)	\$6.39-\$6.64

Probationary period is two months. Maximum rates are reached after four 3-month increases.

Cost of Living Allowance (new): Effective in the second year, 1¢ for each .34 increase in the Consumer Price Index, where 1971 equals 100. To be adjusted quarterly.

Paid Vacation: 4 weeks after 14 (15) years of service.

Health and Welfare: Semi-Private Hospitalization Plan - Benefits increase to 100% of the difference between OHIP and hospital charges. (Previously, a maximum of \$11 per day.)

Weekly Indemnity - Maximum benefit increases to \$160 (\$133) per week, to conform to U.I.C. benefits. Payable, as previously, on a 1-1-8-26 basis.

Major Medical - Maximum benefit increases to \$250,000 (\$15,000). Deductible is \$10 (previously, \$10/\$20).

Convalescent Home Coverage (new) - Employer pays 100% of cost for a plan which provides maximum coverage for 180 days. Coverage commences after a minimum of three days' hospitalization.

Total and Permanent Disability - Coverage is extended from age 60, until retirement at age 65. (Previously, up to age 60.)

Pension Plan: Past Service Benefit - Calculations are based on 1977 earnings. (Previously, based on the average of the best 5 calendar years of earnings in the last 10 prior to retirement.)

Minimum benefit is \$8.00 (7.50) per month per year of service.

Safety Shoe Allowance: \$15 (\$10) per pair per year.

Severance Pay: $\frac{1}{2}$ week's pay for each full year of continuous service plus 3 additional weeks after 25 years (new). Provision for 1 to 20 years' service remains unchanged.

GTE Automatic Electric (Canada) Ltd. at Brockville - Local 526, Electrical Workers (IUE)(AFL-CIO/CLC): A 12-month renewal agreement effective from May 12, 1978 to May 11, 1979, covering 800 employees, settled at the post conciliation bargaining stage. Duration of negotiations 5 months.

Wages: Settlement pay of 8% is granted to each employee on active payroll as of June 11, 1978.

Effective	June 11/78
General Increase	40¢
Assembler (Labour Grade 1)	\$5.95-\$6.13 (\$5.55-\$5.73)
Tool and Die Maker (Labour Grade 23)	\$7.06-\$7.73 (\$6.66-\$7.33)
Tool Inspector (Labour Grade 27)	\$7.56-\$8.38 (\$7.16-\$7.98)

Cost of Living Provision: Clause is suspended, as previously, during the term of this agreement.

Health and Welfare: OHIP - Employer continues to pay 100% of premium costs, up to a maximum of \$19 (\$16) per month for single employees and \$38 (\$32) per month for employees with dependents.

Dental Plan - Coverage is based on the 1978 (1977) Ontario Dental Association fee schedule.

Pension Plan: Benefit - For years of service prior to May 12, 1978, the monthly pension will be the greater of \$10 for each full year of service prior to that date and a pro-rata amount for a partial year of service (new), or 1/12 of 1% for each year of service, based on the average salary for the 5 consecutive years prior to May 12, 1978 (unchanged).

Prescription \$16.50 (\$15) per year.
Safety Glasses:

RCA Limited at Midland - Local 532, Electrical Workers (IUE) (AFL-CIO/CLC): A 24-month renewal agreement effective from May 30, 1978 to May 29, 1980, covering 750 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>May 30/78</u>	<u>May 30/79</u>
	General Increases	8%	3.5%
	Labourer (Labour Grade 5)	\$5.48-\$5.69 ((\$5.07-\$5.27))	\$5.67-\$5.89
	Material Handler (Labour Grade 6)	\$5.53-\$5.80 ((\$5.12-\$5.37))	\$5.72-\$6.00
	Tradesman (Labour Grade 14)	\$7.17-\$7.44 ((\$6.64-\$6.89))	\$7.42-\$7.70

Cost of Living Allowance: 1¢ per hour for each 0.34 points by which the Consumer Price Index for January 1980 exceeds the CPI for October 1979, where 1971 equals 100. Payable in February, 1980. 1¢ per hour for each 0.34 points by which the CPI for April 1980 exceeds the CPI for January 1980. Payable in May, 1980. (Previous formula was rendered inoperative following review by the Anti-Inflation Board.)

Paid Holidays: Designated floating holidays are to be observed on December 28, 1978 and December 31, 1979. Total of 12 per year (unchanged).

Paid Vacation: Effective the first year, 4 weeks after 14 (15) years.

On completion of the 5th and 14th year of service, employee receives one additional week and an additional vacation payment of 2% of total earnings (new).

The 5th and 14th year of service will be measured from the employee's anniversary date (previously, from June 30).

Bereavement Leave: One day's paid leave for death of a sister-in-law or brother-in-law (new).

Health and Welfare: Weekly Indemnity - Effective June 1, 1978, benefits follow U.I.C. maximum. Payable on a 1-1-8-26 (1-3-8-26) basis. (Previously, contract specified the U.I.C. maximum current at the time of settlement.)

Major Medical - Effective June 1, 1978, maximum benefit is \$250,000 (\$15,000) per disability. Family deductible is reduced to \$10 (\$20). Single deductible remains at \$10.

Semi-Private Hospitalization - Effective June 1, 1978, employer pays the going rate. (Previously, employer paid up to \$11 per day.)

Convalescent Home Coverage (new) - Effective June 1, 1978, maximum is 180 days, provided the individual has been hospitalized at least 3 days and is admitted to the convalescent home within 14 days of discharge from the hospital.

Permanent and Total Disability - Effective June 1, 1978, conversion of Life Insurance benefits to Permanent and Total Disability Benefits is possible up to age 65 (60).

<u>Severance Allowance (new):</u>	<u>Years of Service</u>	<u>Allowance</u>
	1-4	1 day's pay per year of service
	5-14	1/2 week's pay per year of service
	15-19	1/2 week's pay per year of service plus 1 week's pay
	20 and over	1/2 week's pay per year of service plus 2 weeks' pay

Tool \$50 per year.

Allowance (new):

Canadian Appliance Manufacturing Company Ltd. at Hamilton - Local 550, Electrical Workers (UE) (CLC) (production employees): A 24-month renewal agreement effective from April 23, 1978 to April 22, 1980, covering 600 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 6 months.

<u>Wages:</u>	<u>Effective</u>	<u>Apr. 23/78</u>	<u>Apr. 23/79</u>
	General Increases	36¢	28¢
	Janitor	\$6.065 (\$5.705)	\$6.345
	Tool & Die Maker	\$7.736-\$8.230 (\$7.376-\$7.870)	\$8.016-\$8.510

Re-classification: Effective upon ratification, Wage Schedule 2 is to be eliminated through integration with the higher rate structure of Wage Schedule 1.

Cost of Living Allowance (new): Effective throughout the second year, quarterly adjustments of 1¢ per hour for each .34 change in the Consumer Price Index, where 1971 equals 100. (The COLA provision in the previous contract was deleted following review by the Anti-Inflation Board.)

Shift Premium: Effective upon ratification, 0-25¢-25¢ (0-20¢-20¢).

Paid Holidays: A floating holiday has been scheduled for the second year, for a total of 12 days. If proclaimed a holiday, Heritage Day will replace this floating day. (In the previous contract, Heritage Day, if proclaimed, was the 12th day.)

Paid Vacation: Effective the first year, 4 weeks after 14 (15) years. Effective the second year, 4 weeks after 13 years.

Health and Welfare: OHIP - Employees pay \$6 per month for single premium coverage and \$9 per month for family premium coverage (unchanged). Employer pays the balance, including the added amount due to recent rate increases.

Dental Plan (new) - Effective September 1, 1978, employer pays 100% of premium costs. Coverage for employees and dependents is 100% for diagnostic and preventative care and 80% for other costs, to an overall maximum of \$500 per person per year. Payments are based on the 1977 Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - For retirements on or after ratification, \$10 (\$9) per month per year of service. Effective for retirements on or after April 30, 1979, \$10.50.

Early Retirement - Effective upon ratification, employees may retire at age 62 (63) with no actuarial reduction.

Bridge Benefit - Effective upon ratification, \$7 (\$6.50) per month per year of service.

Vesting Pension Eligibility - Effective upon ratification, minimum of 10 years' service and no age requirement. (Previously, minimum of 10 years' service and 40 years of age.)

NON-METALLIC MINERAL PRODUCTS

Domtar Inc., Domtar Construction Materials/Gypsum Products at Caledonia - Local 14994, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from March 1, 1978 to February 29, 1980, covering 220 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	Mar. 1/78	July 1/78	Mar. 1/79
	General Increases	47¢		43¢
	Additional Adjustments	5¢ for Wallboard Leadman, Wall-board Paper Man and Wallboard Stucco Man when operating two lines	3¢ is diverted from hourly rates to implement the L.T.D. Plan	see Job Evaluation Plan below.
	Classification Adjustment	Mine Utility goes from Grade 3 to Grade 6		
	Job Class 2 (includes Labour)	\$6.33 (\$5.86)	\$6.30	\$6.73
	Job Class 16 (General Repair - Electrical)	\$7.30 (\$6.83)	\$7.27	\$7.70
Job Evaluation Plan (new):	Effective March 1, 1979, a maximum of 11¢ per hour may be diverted to implement this plan. In the event that job evaluation is not effective on or about March 1, 1979, then the 11¢ will be used as a job increment adjustment of 2¢ per hour commencing at Job Class 2.			
Mine Premium:	Effective March 1, 1978, 10¢ (5¢) per hour.			
Shift Premium:	Effective March 1, 1979, 0-15¢-25¢ (0-13¢-20¢).			
Paid Vacation:	Effective January 1, 1979, 5 weeks after 22 (25) years and 6 weeks after 28 (30) years of service.			
Bereavement Leave:	Grandparents are added for up to 1 day's paid leave.			
Health and Welfare:	<u>Life Insurance</u> - Effective March 1, 1979, \$12,000 (\$7,500) coverage.			

Long Term Disability Plan (new) - Effective July 1, 1978, employer pays 50% of cost of plan with a maximum benefit of \$500 per month less offsets for any statutory benefits. Payable until recovery, retirement, death, to a maximum of 5 years of benefit.

Weekly Indemnity Plan - Effective July 1, 1978, maximum benefit increases to \$160 (\$133) per week. Payable on a 1-4-52 (1-4-39) basis.

Safety Shoe Allowance: Effective June 4, 1978, \$25 (\$20) per year.

Canada Building Materials Ltd. and 8 other companies in the Toronto area - Local 230, Teamsters (Ind.) (ready mix concrete employees)*: Seventeen 24-month renewal agreements effective from April 1, 1978 to March 31, 1980, covering 700 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 6 months.

*Similar agreements were concluded with Locals 141 and 879, covering 675 employees working in Hamilton, London and other centres, southwestern Ontario.

Wages:	Effective	Apr. 1/78	Nov. 1/78	Apr. 1/79	Nov. 1/79
General Increases		35¢	25¢	30¢	25¢
Warehouseman		\$8.95 (\$8.60)	\$9.20	\$9.50	\$9.75
Ready-Mix Driver		\$9.05 (\$8.70)	\$9.30	\$9.60	\$9.85
Mechanic		\$9.45 (\$9.10)	\$9.70	\$10.00	\$10.25

Previous rates reflect a 20-cent rollback by the Anti-Inflation Board.

Weekly Guarantee: \$160 (\$150) per week.

Eligibility for Holiday Pay: Must have worked within 12 (10) calendar days prior to the holiday.

Bereavement Leave: Brother-in-law and sister-in-law are added for up to 3 days' paid leave.

Health and Welfare: Life Insurance and A.D. & D. - Effective April 1, 1979, \$15,000 (\$12,000) coverage.

Weekly Indemnity - Effective July 1, 1978, payable on a 1-1-8-26 (1-8-26) basis. Continues to follow U.I.C. maximum.

Major Medical - Effective November 1, 1978, maximum benefit for prescription eyeglasses is \$75 (\$60) every 2 years.

Dental Plan - Payments are based on the 1978 (1976) Ontario Dental Association fee schedule.

Pension Plan: Effective January 1, 1979, employer contributes \$40 (\$30) per month per employee. Effective January 1, 1980, \$50.

American-Standard, a division of Wabco-Standard Limited (Pottery Division),
Toronto - Local 231, Potters (AFL-CIO/CLC) (production
and maintenance employees): A 24-month renewal agree-
 ment effective from May 15, 1978 to May 14, 1980, covering
 230 employees, settled at the bargaining stage. Duration
 of negotiations - 1½ months.

Wages:	Effective	May 15/78	May 15/79
General Increases		35¢	38¢
Add-on		25¢ (20¢) per hour worked	25¢ (unchanged) per hour worked
Additional Adjustments		Some reclass- ifications	
Job Increment		Expands from Labour Grade 6 up	
Labour Grade 1 (includes General Labourer)		\$5.15 (\$4.80)	\$5.53
Labour Grade 9 (includes Modeller)		\$5.68-\$6.83 (\$5.22-\$5.99)	\$6.08-\$7.31
Labour Grade 10 (9) (includes Modeller- Specialist)		\$5.98-\$7.47 (\$5.22-\$5.99)	\$6.40-\$7.99

Probationary period is 60 calendar days. Maximum rates for
 Modeller and Modeller-Specialist are reached after three
 3-month increases.

Shift Premium: Effective May 15, 1978, 0-26¢-26¢ (0-23¢-23¢).

Saturday
 Premium: Effective May 15, 1978, 23¢ (20¢) per hour.

Sunday
 Premium: Effective May 15, 1978, 28¢ (25¢) per hour.

Vacation Bonus
 (new): Effective May 15, 1979, employees receive a 10-dollar bonus
 for every week of vacation.

Crown Witness
 Pay (new): Employer pays the employee his regular salary provided employee
 remits any fees he receives from the court.

Health and
 Welfare: Life Insurance and A.D. & D. - Effective May 15, 1978, \$8,000
 (\$7,000) coverage. Effective May 15, 1979, \$8,500.

OHIP - Effective during the term of the agreement, employer
 pays 100% of present and future increases in premium costs.
 (Previously, \$16 for single coverage and \$32 for family cover-
 age.)

Long Term Disability Plan (new) - Effective May 15, 1979,
 employer pays 100% of cost of premiums for benefit coverage
 of \$50 per week. Payments commence upon termination of
 weekly indemnity benefits and continue until recovery or
 age 65, whichever occurs first. (New plan replaces former
 disability pension plan which provided benefits of 1% of
 average monthly earnings over the last five years times
 years of service.)

Pension Plan: Basic Benefit - Effective May 15, 1978, \$8 (\$7) per month per year of service. Effective May 15, 1979, \$9.

Cleaning: Effective May 15, 1978, free cleaning is provided for Mould Makers (new).

Pilkington Brothers (Canada) Ltd. at Scarborough - Local 295, Glass and Ceramic Workers (AFL-CIO/CLC): A 12-month renewal agreement effective from April 2, 1978 to April 1, 1979, covering 550 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Apr. 2/78</u>
	General Increase	30¢
	Labourer	\$6.50 (\$6.20)
	Electrician	\$8.05 (\$7.75)

Holdback: Except where noted, the improvements to the provisions reported below will be held in abeyance pending approval by the Anti-Inflation Board.

Cost of Living Provision: Clause is inoperative, as previously, during the term of this agreement.

Paid Holidays: The third Monday in February or Heritage Day is to be added, if legislated by Parliament, for a total of 11 (10) days.

Paid Vacation: 5 weeks (new) after 25 years.

Health and Welfare: A.D. & D. (new) - Effective July 1, 1978, \$5,000 coverage for all eligible employees, with cost to be borne by the Company. (Not subject to AIB approval.)

Pension Plan: Basic Benefit - \$10 (\$9.50) per month per year of service.

Early Retirement Supplement - Prior to statutory offsets, \$10 (\$9.50) per month per year of service, to a maximum of 25 years.

The above increases apply to retirements after April 2, 1978.

Coverall Allowance: \$50 (\$35) per year for all Tradesmen, Helpers and Oilers in the Engineering Department.

Meal Allowance: Effective June 15, 1978, \$2.50 (\$1.75).

Safety Shoe Allowance: Effective June 15, 1978, \$25 (\$16) per pair in any 6-month period.

Norton Company, Electric Furnace Plants at Niagara Falls - Local 154, International Chemical Workers (AFL-CIO/CLC) (hourly-rated and piecework employees): A 36-month renewal agreement effective from May 21, 1978 to May 20, 1981, covering 340 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	May 21/78	May 21/79	May 21/80
	General Increases	55¢	45¢	50¢
	Job Class Increments	11¢ (10¢)	12¢	13¢
	Job Grade 2 (includes General Labour)	\$6.27 (\$5.71)	\$6.73	\$7.24
	Job Grade 12 (includes Electrician A)	\$7.37 (\$6.71)	\$7.93	\$8.54
Shift Premium:	0-22¢-27¢ (0-20¢-25¢). Effective May 21, 1979, 0-25¢-30¢.			
Sunday Premium:	65¢ (60¢) per hour. Effective May 21, 1979, 70¢ per hour and, effective May 21, 1980, 85¢ per hour.			
Paid Holidays:	Effective in 1980, Remembrance Day is added for a total of 11 (10) days.			
Paid Vacation:	Effective January 1, 1980, 4 weeks after 12 (15) years' service.			
Health and Welfare:	<u>Life Insurance</u> - Effective June 1, 1979, \$12,000 (\$9,500) coverage. <u>A.D. & D.</u> - Effective June 1, 1979, \$10,000 (\$9,500) coverage. <u>Sickness and Accident</u> - Benefit is \$160 per week for the first 4 weeks only. (Previously, the first 4 weeks plus the following 22 weeks were payable as follows: \$105 per week for Wage Groups 1,2,3 \$110 per week for Wage Groups 4,5,6 and \$115 per week for Wage Groups 7,8,9 and up.) <u>Dental Plan (new)</u> - Effective June 1, 1979, employer pays 50% of the cost of premiums for Delta Dental Plan. Payments are based on the 1978 Ontario Dental Association schedule of fees.			

PETROLEUM AND COAL PRODUCTS

Gulf Canada Limited, Clarkson Refinery at Mississauga - Local 9-593, Oil, Chemical and Atomic Workers (AFL-CIO/CLC): A 12-month renewal agreement effective from February 1, 1978 to January 31, 1979, covering 465 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	Feb. 1/78
	General Increase	6%
	Additional Adjustments	21¢ for Mechanic #1; 31¢ for Lab Technician #1

Feb. 1/78

Labourer	\$6.64 (\$6.26)
Mechanic #1	\$9.56* (\$8.82)
Master Operator	\$10.47 (\$ 9.88)

Previous rate for Mechanic #1 reflects a 20-cent rollback by the Anti-Inflation Board during the term of the 1977-1978 agreement.

*Note: New rate for Mechanic #1 reflects the 21-cent additional adjustment outlined above. However, implementation of this adjustment is presently withheld, pending approval by the Anti-Inflation Board.

Shift Premium: Effective February 1, 1978, 0-35¢-62¢ (0-33¢-58¢).

Holiday Pay: Employees on sick leave are eligible for statutory holiday pay (new).

This settlement is subject to approval by the Anti-Inflation Board.

CHEMICAL AND CHEMICAL PRODUCTS

Connaught Laboratories Ltd. at Bolton and Toronto - Employees' Association (Ind.):
A 24-month renewal agreement effective from July 1, 1978 to June 30, 1980, covering 550 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	July 1/78	July 1/79
Increases		8% of mid-point of range or \$15 per week, whichever is greater	8% of mid-point of range for previous year or \$15 per week, whichever is greater*

Weekly Rates

Lab. Technician 1	\$181-\$201 (\$166-\$186)**	\$196-\$216
Technical Specialist	\$326-\$366 (\$300-\$340)	\$354-\$394

*To be renegotiated, subject to written notice given in the period June 1 to June 15, 1979, should the Toronto CPI for April 1979 exceed that for April 1978 by more than 8%.

**Previous rates for Technician 1 reflect interim wage adjustments made to various classifications April 4, 1977 and ranging from \$5 to \$10 per week.

Probationary Period: 90 working days (previously, 6 months).

Sunday Work: Effective July 1, 1979, double time (new).

Bonuses: Effective July 1, 1978, Primate Infirmary - \$15 (\$10) per week.
Incubator - \$8 (\$5) per week.

Paid Vacation: Effective July 1, 1978, 5 weeks after 20 (25) years of service.

Sick Leave: 7 (5) days of sick leave are granted to employees with 3 months, but less than 1 year, of service.

Jury Duty (new): Employer makes up the difference between jury duty fee and regular rate of pay.

Health and Welfare: Retiree Life Insurance (new) - Effective July 1, 1978, \$1,000 from age 65 to 70. Effective July 1, 1979, \$2,000.

Job Posting (new): 5 working days.

Lay-off (new): Minimum of 24 hours' advance notice in writing to the Association Executive.

Seniority is to be the governing factor, provided that the Company is not prevented from maintaining a qualified work force, as determined by the employer.

Redundancy (new): Employees are to be given primary consideration for job vacancies, as determined by the employer.

MISCELLANEOUS MANUFACTURING

General Mills Canada Limited, Parker Brothers Division at Vaughan Township - Doll and Toy Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from April 25, 1978 to April 24, 1981, covering 200 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Apr. 24/78</u>	<u>Apr. 24/79</u>	<u>Apr. 24/80</u>
	Increases	15¢-\$1.06	5¢-30¢	5¢-35¢
	Assembly Personnel	\$3.15-\$3.60 (\$3.00-\$3.31)	\$3.20-\$3.80	\$3.25-\$4.00
	Mechanic	\$5.30-\$6.40 (\$4.87-\$5.34)	\$5.60-\$6.65	\$5.85-\$7.00

Paid Holidays: One-half day on December 24 is added for a total of 10½ (10) days.

Vacation Pay: Effective June 30, 1979, vacation pay of 8% after 12 (15) years.

Health and Welfare: Employer contributes \$19.50 (\$16.00) per month to Doll and Toy Workers Health and Welfare Fund.
OHIP - Effective June 1978, employer contributes \$28 for married employees and \$14 for single coverage towards the cost of premiums (new). Effective January 1, 1979, employer contributes \$33 and \$17.50, respectively. Effective April 25, 1979, employer contribution increases to \$38 and \$19, respectively.

Dental Plan - Effective April 24, 1980, employer pays 100% of cost of premiums of new basic dental plan.

RCA Limited at Smiths Falls - Local 542, Electrical Workers (IUE) (AFL-CIO/CLC):

A 12-month renewal agreement effective from April 28, 1978 to April 27, 1979, covering 340 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Apr. 28/78</u>
	General Increase	32¢
	Labour Grade 2 (includes Assembler Operator)	\$4.59-\$4.78 (\$4.27-\$4.46)
	Labour Grade 16 (includes Electrician)	\$6.00-\$6.26 (\$5.68-\$5.94)
	Probationary period is 2 months. Maximum rates are reached after four 3-month increases.	
Health and Welfare:	<u>Semi-Private Hospitalization</u> - Benefits increase to 100% of difference between OHIP and hospital charges. (Previously, a maximum of \$11 per day.)	
	<u>Weekly Indemnity Plan</u> - Benefits are payable on a 1-1-8-26 (1-3-8-26) basis.	

MINES

Caland Ore Company Limited at Atikokan - Local 5855, Steelworkers (AFL-CIO/CLC):

A 30-month renewal agreement effective from May 1, 1978 to October 31, 1980, covering 400 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>May 1/78</u>	<u>Nov. 1/78</u>
	General Increases	30¢	20¢
	COLA Fold-in		77¢
	Class 2 (includes General Labourer)	\$6.61 (\$6.31)	\$7.58
	Class 18 (includes Machinist)	\$8.45 (\$8.15)	\$9.42
	Effective	<u>May 1/79</u>	<u>Nov. 1/79</u>
	General Increases	15¢	10¢
	Class 2 (includes General Labourer)	\$7.73	\$7.83
	Class 18 (includes Machinist)	\$9.57	\$9.67

Cost of Living Allowance: The 77-cent allowance as of May 1, 1978, generated under the previous agreement, will be folded into the wage structure November 1, 1978.

1¢ per hour for each .35 increase in the Consumer Price Index, where 1961 equals 100. To be adjusted quarterly. (Basic formula is unchanged.)

- Shift Premium:** Effective May 1, 1979, 0-17¢-25¢ (0-15¢-20¢).
- Bereavement Leave:** Grandparents and grandchildren are added, for up to 3 days' paid leave.
- Jury Duty Pay (new):** Employer makes up the difference between jury duty pay and regular pay.
- Health and Welfare:** Life Insurance - Effective May 1, 1979, \$10,000 (\$9,000) coverage.
Weekly Indemnity - Effective May 1, 1978, benefit is payable on a 1-1-8-52 (1-8-52) basis.
Dental Plan - Effective June 20, 1978, coverage is based on the 1978 (1974) Ontario Dental Association schedule of fees.
- Pension Plan:** Basic Benefit - Effective May 1, 1978, \$9.00 (\$8.00) per month per year of service. Effective May 1, 1979, \$10.00 per month per year of service.
- Severance Pay:** ½ week's pay is added for each year of service after 10 years, to a maximum of 12½ (10) weeks' pay after 15 (10) years.

Steep Rock Iron Mines Limited at Atikokan - Local 3466, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1978 to April 30, 1980, covering 460 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	May 1/78	Nov. 1/78	May 1/79
General Increases		30¢	20¢	25¢
COLA Fold-in			77¢	
Class 2 (includes General Labour)		\$6.61 (\$6.31)	\$7.58	\$7.83
Class 18 (includes Machinist)		\$8.45 (\$8.15)	\$9.42	\$9.67

Cost of Living Allowance: Effective May 1, 1978, the 77-cent allowance generated under the previous agreement will continue to float. Effective November 1, 1978, 77¢ is folded into the wage structure.

1¢ per hour for each .35 increase in the Consumer Price Index, where 1961 equals 100. To be adjusted quarterly. (Basic formula is unchanged.)

- Shift Premium:** Effective May 1, 1979, 0-17¢-25¢ (0-15¢-20¢).
- Health and Welfare:** Life Insurance - Effective May 1, 1979, \$10,000 (\$9,000).
Weekly Indemnity - Effective May 1, 1978, benefit is payable on a 1-1-8-52 (1-8-52) basis.
- Pension Plan:** Dental Plan - Effective June 20, 1978, coverage is based on the 1978 (1974) Ontario Dental Association schedule of fees.

Basic Benefit - Effective May 1, 1978, \$9.00 (\$8.00) per month per year of service. Effective May 1, 1979, \$10.00 per month per year of service.

Clothing Allowance:

Effective May 1, 1978, \$40 (\$25) per year. Payable May 1, 1979.

Severance Pay:

1 week's pay after 1 year of service plus 1 week's pay per year of service thereafter to a maximum of 10 years plus ½ week's pay for each year of service after 10 years, to a maximum of 12½ (10) weeks' pay after 15 (10) years. (Previously, 3 weeks' pay after 3 years of service and 1 week's pay per year of service thereafter, to a maximum of 10 years.)

Domtar Inc., Domtar Chemicals Group, Sifto (R) Salt Division, Goderich Mine - Local 16, Canadian Chemical Workers (Ind.): A 36-month renewal agreement effective from April 1, 1978 to March 31, 1981, covering 210 employees, settled with mediation assistance. Duration of negotiations - 3½ months.

Wages:

4¢ per hour will be paid as a general wage increase retroactive to April 1, 1977 for all employees on the payroll as of May 23, 1978. Previous rates reflect this general wage increase. They also reflect a prior rollback by the Anti-Inflation Board.

Effective	<u>Apr. 1/78</u>	<u>Jan. 1/79</u>
General Increases	6%	10¢*
Additional Adjustments		15¢ to Maintenance - Groups I, II, and III and Lead Hand; 16¢ to Trenchman; 4¢ to 3rd Man on the Rail Loading Crew*
Labour	\$7.48 (\$7.06)	\$7.58
Maintenance - Group I	\$8.34 (\$7.87)	\$8.59

Effective	<u>Apr. 1/79</u>	<u>July 1/79</u>
General Increases	20¢	16¢
Additional Adjustments	5¢ to Maintenance - Groups I, II and III and Lead Hand	
Labour	\$7.78	\$7.94
Maintenance - Group I	\$8.84	\$9.00

Effective	<u>Oct. 1/79</u>	<u>Jan. 1/80</u>	<u>Apr. 1/80</u>
General Increases	20¢	16¢	20¢
Labour	\$8.14	\$8.30	\$8.50
Maintenance - Group I	\$9.20	\$9.36	\$9.56
Effective	<u>June 1/80</u>	<u>Oct. 1/80</u>	<u>Jan. 1/81</u>
General Increases	15¢	20¢	15¢
Labour	\$8.65	\$8.85	\$9.00
Maintenance - Group I	\$9.71	\$9.91	\$10.06

- Shift Premium: Effective April 1, 1979, 0-18¢-25¢ (0-16¢-23¢). Effective April 1, 1980, 0-19¢-26¢.
- Sunday Premium:* Effective January 1, 1979, time and one-half. (Replaces 7-day mining premium of 30¢ per hour for hours worked on a weekend.)
- Paid Holidays: Effective April 1, 1980, Heritage Day is added, for a total of 10 (9) days.
- Paid Vacation: Effective April 1, 1980, 4 weeks after 14 (15) years' service and 6 weeks (new) after 30 years.
- Vacation Pay: Effective April 1, 1980, 12% vacation pay (new) after 30 years' service.
- Health and Welfare: Semi-Private Hospitalization Plan (new) - Effective April 1, 1979, employer pays 100% of premium costs. Coverage is for a maximum of 60 days per illness, subject to a 25-dollar deductible per person per year and in accordance with the published schedule of fees.
- Safety Shoe Allowance: Effective April 1, 1979, \$20 (\$10) per calendar year for seniority employees.
- *Items granted January 1, 1979 are subject to administrative approval.

TRANSPORTATION

Canadian Lake Carriers Association, Great Lakes and St. Lawrence - Seafarers (AFL-CIO/CLC) (unlicensed personnel): A 12-month renewal agreement effective from June 1, 1978 to May 31, 1979, covering 2,110 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>June 1/78</u>
	Average Increase	8.8%
	Ordinary Seaman	\$4.40 (\$4.04)

June 1/78

Mechanical Assistant	\$5.07 (\$4.66)
Electrician	\$6.03 (\$5.54)
Crane Operator	\$6.78 (\$6.23)

Previous rates reflect a rollback by the Anti-Inflation Board.

Dirty Work Premium: \$38 (\$35) per clean-out.

Vacation Pay: 4% with up to 1 season's service, 5% after 1 season (unchanged) and 7% after 6 (7) seasons.

Health and Welfare: Employer Contribution - \$1.09 (\$1.00) per job per payroll day is paid to the Seafarers' Welfare Plan.

Pension Plan: Employer Contribution - 5% (3%) of basic wages is paid to the S.I.U. Pension Fund.

School of Seamanship: Employer Contribution - \$1.24 (\$.64) per job per payroll day is paid to the Seafarers' Training Institute.

S.I.U. Hiring Hall Fund: Employer Contribution - 55¢ (50¢) per job per payroll day.

Mileage Allowance: For employees rejoining a ship at fit-out, 15¢ (12¢) per land mile, to a maximum of \$160 (\$150).

Room and Meal Allowance: \$4.50 (\$4.25) per meal and \$22 (\$20) for a room per night where room and board are not provided.

COMMUNICATION

Bell Canada, Newfoundland, Quebec, Ontario and Northwest Territories - Communications Workers of Canada (CLC) (craft and services employees): A wage reopener effective from December 1, 1977 to November 30, 1978, covering 13,000 employees, settled at the conciliation officer stage. Duration of negotiations - 9 months.

Wages:	<u>Negotiated</u>	<u>Implemented</u> (pending AIB approval)
Effective	<u>Dec. 1/77</u>	<u>Dec. 1/77</u>
General Increase	9.1%	5.8%
<u>Weekly Rates</u>		
<u>Zone "A"</u>		
<u>Montreal & Toronto</u>		
Wage Schedule 6 (includes Elevator Dispatcher)	\$136.15-\$177.35 (\$124.90-\$162.55)	\$132.15-\$172.00

	<u>Negotiated</u>	<u>Implemented</u> (pending AIB approval)
	<u>Dec. 1/77</u>	<u>Dec. 1/77</u>
Wage Schedule 5 (includes Painter)	\$167.05-\$292.30 (\$153.10-\$267.90)	\$162.00-\$283.45
Wage Schedule 1 (Telephone Crafts- man)	\$186.40-\$350.05 (\$170.85-\$320.85)	\$180.75-\$339.45

ELECTRIC POWER, GAS AND WATER UTILITIES

Hamilton City Hydro-Electric Commission - Local 138, Electrical Workers (IBEW)
(AFL-CIO/CLC): A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 270 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages: Effective Jan. 1/78

General 4.55%*
Increase

Non-Office

Groundman \$5.95-\$6.80
(\$5.69-\$6.50)

Lineman - \$9.16
1st Class (\$8.76)

Office

General Clerk \$147.76-\$165.14
(\$141.33-\$157.95)

Engineering \$311.78-\$356.48
Technician (\$298.21-\$340.97)

*An additional 2½% in wages negotiated to be effective January 1, 1977 is still payable retroactively to that date if approved by the Anti-Inflation Board. This 2½% possible adjustment is not reflected in the rates shown above.

Probationary period is 6 months. Maximum rates for Groundman are reached after two 6-month increases, for General Clerk after two 6-month and one 12-month increases and, for Engineering Technician, after two 12-month increases.

Health and
Welfare:

Major Medical Plan - Effective July 1, 1978, plan is improved to pay up to \$60 per employee and dependent every two years for prescription glasses, and up to \$180 once in a lifetime for prescription contact lenses, if such lenses are a necessity.

Dental Plan - Payments are based on the 1977 (1976) Ontario Dental Association for schedule.

Pension Plan:

Supplementary OMERS Plan - Factor is 2% (1 3/4%) for all service prior to 1966.

FINANCE, INSURANCE AND REAL ESTATE

Ontario Housing Corporation - Local 767, Canadian Union of Public Employees (CLC)
(maintenance employees in Metro Toronto): A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 685 employees, settled at the bargaining stage.* Duration of negotiations - 9 months.

*A tentative settlement was reached in January 1978, 3½ months after "notice to bargain" was given. However, final acceptance of the settlement was delayed until a ruling by an arbitrator in June resolved a question of interpretation.

Wages:	Effective	Jan. 1/78
	General Increase	40¢
	Labourer	\$6.90 (\$6.50)
	Shift Engineer 3rd Class	\$8.08 (\$7.68)

Previous rates reflect an AIB rollback.

Shift Premium: 0-30¢-30¢ (0-27¢-27¢).

Supervisory Premium: 50¢ (45¢) per hour over employee's own rate, or the rate of the highest classification supervised, whichever is greater.

Adoption Leave (new): Up to 4 weeks without pay or accumulation of credits. Applies after 1 year's service.

Negotiation Committee Leave: Up to 2 days' paid leave per member to attend meetings held within working hours to prepare amendments for the next agreement (new).

Special or Compassionate Leave (new): 1 day per month without pay and without loss of seniority. Requires appropriate managerial approval.

Court Service: Employee receives regular pay when subpoenaed as a witness, with any fees received paid to his employer (new).

Pre-retirement Vacation (new): 5 days in the year immediately preceding an employee's 65th birthday, providing the employee has completed 20 or more years of service.

Health and Welfare: Semi-Private Hospitalization - Employer pays 100% (90%) of premium costs.

EDUCATION AND RELATED SERVICES

Carleton Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 775 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/78</u>
	<u>Annual Rates</u>	
	Teacher - Category 1 0-7 years	\$9,736-\$14,265 (\$9,163-\$13,426)
	Teacher - Category 4 0-12 years	\$12,865-\$21,223 (\$12,108-\$19,975)
	Teacher - Category 7 0-14 years	\$15,994-\$28,531 (\$15,053-\$26,853)
	<u>Principals</u>	
	0-600 pupils	\$24,922-\$29,538 (\$21,491-\$28,402)
	601 pupils and over, and Senior Elementary Schools	\$27,481-\$32,109 (\$26,424-\$30,874)

Previous rates reflect an AIB rollback.

Dufferin County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 238 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 1/78</u>
	Increase	3.9%, on the average
	Teacher Cat. 1 0-5 years	\$9,700-\$13,700 (\$9,610-\$13,110)
	Teacher Cat. 7 0-12 years	\$14,850-\$27,450 (\$14,810-\$25,610)
	Principal 0-4 years	\$30,900-\$32,100 (A Schools: \$29,300-\$32,100, B Schools: \$27,700-\$30,500)

Health and Welfare: OHIP - Employer pays 75% of increased premium costs. (Previously, 75% of pre-May 1978 premium costs.)

Responsibility Allowances: Vice-Principals - \$2,760 (\$2,560)
Principal's Assistants - \$1,429 (\$1,329)

Durham Region Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 391 employees, settled at the bargaining stage. Duration of negotiations - 3½ months.

Wages:	Effective	<u>Sept. 1/78</u>
	General Increase	6.5%
	Teacher Level D 0-6 years	\$10,457-\$15,133 (\$ 9,819-\$14,209)
	Teacher Level A4 0-13 years	\$15,747-\$28,297 (\$14,786-\$26,570)
Educational Leave Plan:	Plan was a part of previous contract, but is applicable for the first time. Employees with 5 years' service who will continue to teach a minimum of 4 years following the leave period are eligible. Remuneration is 75% of the applicant's salary for the year in which leave is taken and benefit coverage continues. A maximum of one such leave shall be granted per year.	
Health and Welfare:	<u>Life Insurance and A.D. & D.</u> - Effective September 1, 1978, \$42,000 (\$25,000) coverage.	
	<u>Long Term Disability Plan</u> - Effective September 1, 1978, employer pays 100% (50%) of cost of premiums for a plan with a new insurer.	

Essex County Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1977 to August 31, 1979, covering 465 employees, settled at the final offer selection stage. Duration of negotiations - 17 months.

Wages:	Effective	<u>Sept. 1/77</u>	<u>Sept. 1/78</u>
	General Increases	7.0%	6.8%
	COLA Fold-in	\$225	
	Teacher - Level 1 0-6 years	\$9,709-\$13,997 (\$8,849-\$12,856)	\$10,369-\$14,949
	Teacher - Level 7 0-12 years	\$15,481-\$25,845 (\$14,580-\$23,929)	\$16,918-\$27,602

Cost of Living Provision: Discontinued.

Etobicoke Borough Board of Education - Local 808, Canadian Union of Public Employees (CLC) (caretakers, matrons and maintenance employees): A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 510 employees, settled at the conciliation officer stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Jan. 1/78</u>
	General Increase	5.7%
	Caretaker	\$6.12-\$6.47 (\$5.79-\$6.12)
	Plumber	\$10.39 (\$9.82)

Shift Premium: 0-25¢-25¢ (0-24¢-24¢).

Paid Vacation: 4 weeks after 10 (11) years and 5 weeks after 19 (20) years.

Kent County Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 350 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 1/78</u>
	Increase	\$500-\$1,330
	Teacher, Category D	\$9,620-\$13,760
	0-6 years	(\$9,120-\$13,040)
	Teacher, Category A4	\$14,540-\$25,600
	0-13 years	(\$13,780-\$24,270)

Health and Welfare: Life Insurance - \$30,000 (\$20,000) coverage.

Dental Plan - Employer pays 60% (50%) of cost of premiums. Coverage is based on the 1977 (1976) Ontario Dental Association schedule of fees.

Lambton County Board of Education - Ontario Secondary School Teachers' Federation (Ind.): Two 12-month renewal agreements to run consecutively from September 1, 1977 to August 31, 1978 and from September 1, 1978 to August 31, 1979. The agreements cover 525 employees, with the first agreement settled by arbitration and the second agreement settled at the bargaining stage. Duration of negotiations - 18 months and 1 month, respectively.

Wages:	Effective	<u>Sept. 1/77</u>	<u>Sept. 1/78</u>
		(first agreement)	(second agreement)
	<u>Annual Rates</u>		
	Teacher Category 1	\$11,984-\$20,330	\$12,600-\$21,540
	0-11 years	(\$11,200-\$19,000)	
	Teacher Category 4	\$14,552-\$25,894	\$15,300-\$27,440
	0-12 years	(\$13,600-\$24,200)	
	Vice-Principal	\$28,400-\$31,600	\$30,200-\$33,400
	0-3 (4) years	(\$26,400-\$29,600)	
	Principal	\$31,850-\$35,800	\$33,850-\$37,800
	0-4 years	(\$29,800-\$33,750)	

The changes reported below come into effect under the first agreement.

Bereavement Leave: A foster child living at home is added to the definition of "immediate family", for up to 3 days' paid leave.

Court Appearances (new): Leave with pay when required to serve on a jury or when subpoenaed as a witness is granted with the teacher paying the Board any fee received, exclusive of travelling and living expenses, when charged in court and acquitted or where a civil action has been initiated on an educationally related matter and the teacher is found to be at no fault.

Paternity Leave (new): Up to 1 day's paid leave.

Sabbatical Leave: 4 (3) qualified applicants may take sabbatical leave in any 1 year and receive 75% of their annual salary. (Previously, 55% plus 10% for each of the first 2 dependents and 5% for a third dependent, to a maximum of 80%.)

Health and Welfare: Life Insurance - Coverage is 3 times annual earnings, to a maximum of \$90,000 and, in the case of permanent disability, \$60,000 (\$50,000) or coverage to an amount of one times salary to the nearest \$500. The employer continues to pay the same absolute amount for the resulting new premiums as was paid under the previous agreement. (Employer paid 100% of premiums for the first \$25,000 and 50% thereafter.)

OHIP, Major Medical (Drug) and Dental Plan - The employer pays 75% (66 2/3%) of the premiums. Payments are based on the 1977 (1976) Ontario Dental Association fee schedule.

Redundancy (new): Permanent Contract teachers declared redundant may be placed in a supply pool at full salary and with full fringe benefits for a maximum of 1 school year. Maximum of 2 teachers per year.

North York Borough Board of Education - Local 1353, Canadian Union of Public Employees (CLC) (office, clerical and technical employees): A 24-month renewal agreement effective from January 1, 1978 to December 31, 1979, covering 700 employees, settled at the conciliation officer stage. Duration of negotiations - 8 months.

Wages:	Effective	Jan. 1/78	Jan. 1/79
	General Increases	5.42%	6%
	<u>Annual Rates</u>		
	Clerk Gr. 1 (35-hour week)	\$7,238-\$8,279 (\$6,866-\$7,853)	\$7,672-\$8,776
	Senior Draftsman (35-hour week)	\$15,819-\$18,228 (\$15,006-\$17,291)	\$16,768-\$19,322

Paid Vacation: 4 weeks after 10 (13) years and 5 weeks after 19 (20) years.

Health and Welfare: Life Insurance - Employer pays 100% of cost of premiums for the first \$25,000 coverage and 75% of cost of premiums for up to \$80,000 coverage. (Previously, 75% of cost of premiums for all coverage.)

Ottawa Board of Education - Local 1400, Canadian Union of Public Employees (CLC) (office, clerical and technical employees): A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 545 employees, settled at the conciliation officer stage. Duration of negotiations - 8 months.

Wages:	Effective	Jan. 1/78
	General Increase	5%
	<u>Annual Rates</u>	
	Library Page	\$7,188-\$8,659 (\$6,846-\$8,247)
	Head Secretary	\$10,652-\$12,473 (\$10,145-\$11,879)
	Programmer Analyst	\$16,006-\$19,049 (\$15,244-\$18,142)

Oxford County Board of Education - District 46, Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 370 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	Sept. 1/78
	Average Increase	4.8%
	Teacher Category I 0-11 years	\$12,716-\$20,845 (\$12,135-\$19,890)
	Teacher Category IV 0-11 years	\$15,065-\$27,000 (\$14,375-\$25,760)

Responsibility Allowances:	Position	Qualified	Unqualified
	Director of Department	\$2,385 (\$2,330)	\$1,775 (\$1,840)
	Major Head of Department	\$2,385 (\$2,280)	\$1,775 (\$1,730)
	Minor Department Head	\$1,635 *	\$875 (\$860)
	Assistant Director	\$1,050 (\$1,035)	\$760 (\$750)
	Assistant Department Head	\$1,050 (\$960)	\$760 (\$690)
	Subject Chairman	\$800 (\$720)	\$500 (\$460)
	Consultant	\$2,600 (\$2,525)	n/a

*Previous qualified rates for the Minor Head of a Department included a Minor Head 1 at \$1,635 and a Minor Head 2 at \$1,150. The unqualified rates were the same for both categories. These two positions were combined in the current agreement.

Sault Ste. Marie Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1978 to August 31, 1980, covering 452 employees, settled at the bargaining stage. Duration of negotiations - 4½ months.

Wages:	Effective	Sept. 1/78	Sept. 1/79
	General Increases	7.36%	6.25%
	Teacher Level 1 0-7 years	\$10,127-\$13,802 (\$ 8,962-\$12,532)	\$10,890-\$14,775
	Teacher Level 7 0-12 years	\$14,597-\$27,329 (\$13,302-\$25,662)	\$15,625-\$29,125

Cost of Living Allowance (new):	Effective September 1, 1979, for every 1/10th of a 1% increase in the Consumer Price Index above 10%, using the August 31, 1979 Index as the base, a 20-dollar allowance is generated. Capped at \$400.
Sick Leave Credit Gratuity:	Maximum amount of any retirement gratuity shall not exceed 50% of salary or \$15,000, whichever is the lesser (new).
Responsibility Allowance:	<u>Principals</u> - Effective in the first year, maximum allowance increases by \$1,000. Effective in the second year, \$5,000 for all principals. (Previously, \$2,310 per year plus \$220 per count teacher.)

Sudbury Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 645 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/78</u>
	<u>Annual Rates</u>	
	Teacher - Level 1 0-6 years	\$10,100-\$15,242 (\$ 9,600-\$14,340)
	Teacher - Level 4 0-10 years	\$13,000-\$21,600 (\$12,500-\$20,700)
	Teacher - Level 7 0-12 years	\$15,502-\$27,586 (\$15,002-\$26,690)
	<u>Principals</u>	
	"C" Schools (less than 7 teachers)	\$27,355-\$29,455 (\$26,255-\$28,355)
	"B" Schools (7 to 15.9 teachers)	\$28,805-\$30,905 (\$27,705-\$29,805)
	"A" Schools (16 or more teachers)	\$29,705-\$31,805 (\$28,605-\$30,705)

Responsibility Allowance: Vice-Principal - \$1,800 to \$2,400 (\$1,741 to \$2,241).

Toronto City Board of Education - Local 1316, Canadian Union of Public Employees (CLC) (elementary school office and clerical employees): A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 203 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/78</u>
	Increase	\$10-\$14 per week
	Clerical Assistant	\$182-\$213 (\$172-\$201)
	Administrative Assistant	\$210-\$246 (\$199-\$232)

Probationary period is 5 months. Maximum rates reached on merit.

Paid Vacation: 4 weeks after 10 (11) years and 5 weeks after 19 (20) years.

Mileage 18¢ per kilometre, with a minimum of 6 kilometres per one-way or
Allowance: return trip. (Previously, 26¢ per mile or approximately 16.15¢
per kilometre, with a minimum of 85¢ per one-way or return trip.)

Toronto City Board of Education - Local 1325, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 388 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	Jan. 1/78
	General	\$720 per year
	Increase	
	Clerk - Grade I	\$7,714-\$8,595 (\$6,994-\$7,875)
	Systems Analyst	\$21,777-\$29,459
	Senior	(\$21,057-\$28,739)

Probationary period is 6 months. Maximum rates for Clerk - Grade I are reached after 3 years and, for Systems Analyst Senior, after 7 years.

Paid Vacation: 4 weeks after 9 (10) years and 5 weeks after 19 (20) years.

Mileage 18¢ per kilometre, with a minimum of 6 kilometres per one-way
Allowance: or return trip. (Previously, 26¢ per mile or approximately 16.15¢
per kilometre, with a minimum of 85¢ per one-way or return trip.)

Toronto City Board of Education (Maintenance and Construction Department) - Toronto Building and Construction Trades Council (various AFL-CIO/CLC Unions) and Local 235, Machinists (AFL-CIO/CLC): Two 24-month renewal agreements effective from January 1, 1978 to December 31, 1979, covering 450 employees, settled with mediation assistance. Duration of negotiations - 5½ months.

Note: The Board's contract with Plasterers, Local 598 no longer exists. Employees covered by it are now a part of the Toronto Building and Construction Trades Council contract.

Wages:	Effective	Jan. 1/78	Jan. 1/79
	General	54¢	63¢
	Increases		
	<u>Council Agreement</u>		
	Plasterer,	\$8.24	\$8.87
	Labourer	(\$7.70)	
	Plumber	\$11.07	\$11.70
		(\$10.53)	
	<u>Machinist Agreement</u>		
	Door Closer	\$9.74	\$10.37
	Mechanic	(\$9.20)	

	<u>Jan. 1/78</u>	<u>Jan. 1/79</u>
Machinist	\$10.83 (\$10.29)	\$11.46

Premium Pay: Effective January 1, 1978, Keyman - 40¢ (35¢) per hour, Assistant Foreman - 55¢ (50¢) per hour and Substitute Foreman - 70¢ (65¢) per hour.

Paid Vacation: Effective in the 1978 vacation year, 5 weeks after 19 (20) years' service.

Safety Footwear Allowance: Effective June 29, 1978, \$27.50 (\$25.00) per year for safety shoes or boots.

This settlement is subject to approval by the Anti-Inflation Board.

Victoria County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 282 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 1/78</u>
	Increase	5.09%, on the average
	Teacher Level D 0-6 years	\$9,290-\$13,670 (\$8,900-\$12,830)
	Teacher Level A4 0-12 years	\$15,030-\$27,330 (\$14,400-\$26,180)

Cost of Living Allowance: 1% for each 1% rise in the Consumer Price Index between December 1977 (1976) and December 1978 (1977) above 12% (10%), where 1971 equals 100. Capped at 2% of average annual salary (unchanged) and to be paid in a lump sum. (Previous formula did not trigger.)

Responsibility Allowances: Vice-Principals

Group A+	\$2,650 (\$2,300)
Group A	\$2,400 (\$2,300)
Group B	\$2,000 (\$1,920)
Group C	\$1,370 (\$1,310)

Principal's Designates - \$370 (\$350)

Professional Development Days: 10½ (previously, 9½) paid days per year.

Welland County Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 620 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/78</u>
	General Increase	7%

Annual Rates

Sept. 1/78

Teacher - Level 1
0-6 years \$9,580-\$13,585
(\$8,955-\$12,695)

Teacher - Level 4
0-12 years \$12,665-\$22,160
(\$11,835-\$20,710)

Teacher - Level 7
0-13 years \$15,500-\$27,415
(\$14,485-\$25,620)

Compassionate leave: 1/2 day, or 1 day of paid leave from sick leave credits when serving as a pallbearer or honorary pallbearer for a close friend (new).

Health and welfare: Life Insurance, OHIP, Major Medical and Dental Plan - Employer pays 80% (75%) of premium costs.

Long Term Disability Plan (new) - Employer pays 80% of the premium for coverage equalling 60% of salary, with a monthly maximum of \$1,500, less the appropriate percentage required to continue contributions to the Superannuation Fund. Waiting period is 365 calendar days or the expiration of cumulative sick leave, whichever is later.

Redundancy procedure (new): Employees laid off according to a newly set out procedure involving seniority, qualifications, age and ability assessment will be offered supply teaching positions and regular appointments, as available, for a period of 1 year after layoff.

Leamington County Board of Education - Local 1572, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 200 employees, settled at the conciliation officer stage. Duration of negotiations - 7 months.

Wages: Effective Jan. 1/78

General Increase 32¢

Housekeeper \$3.96-\$4.90
(\$3.64-\$4.58)

Maintenance \$7.44
Man (\$7.12)

Probationary period is 3 months. Maximum rate for Housekeeper is reached after 2 years.

Windsor City Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.): Two renewal agreements running consecutively from January 2, 1977 to August 31, 1978 and from September 1, 1978 to August 31, 1979. The agreements cover 850 employees and were settled with mediation assistance. Duration of negotiations - 25 months.

Wages:	Effective	Jan. 2/77 (1st agreement)	Aug. 31/77	Sept. 1/78 (2nd agreement)
	<u>Annual Rates*</u>			
	Teacher - Level 1 0-4 years	\$11,153-\$14,067 (\$10,552-\$13,308)	\$11,252-\$14,192	\$12,128-\$15,247
	Teacher - Level 4 0-9 years	\$13,642-\$20,134 (\$12,906-\$19,048)	\$13,763-\$20,313	\$14,873-\$22,160
	Teacher - Level 7 0-9 years	\$16,372-\$25,232 (\$15,489-\$23,871)	\$16,518-\$25,457	\$17,656-\$27,525
	Vice-Principal 0-4 years	\$26,870-\$29,297 (\$25,421-\$27,717)	\$27,109-\$29,558	\$28,353-\$30,826
	Principal 0-7 years	\$29,297-\$35,244 (\$27,717-\$33,343)	\$29,558-\$35,557	\$30,826-\$36,886
	Consultant	\$28,083-\$29,297 (\$26,569-\$27,717)	\$28,333-\$29,558	\$29,589-\$30,826
	Coordinator	\$29,297-\$30,814 (\$27,717-\$29,152)	\$29,558-\$31,088	\$30,826-\$32,372

*New rates shown for January 2, 1977 represent a 5.7% cost of living allowance fold-in, as stipulated by the previous agreement.

Rates shown for September 1, 1978 result from a fold-in of the 1977 cost of living allowance and a wage increase sufficient to increase the overall grid by a total of 7.5%.

Effective August 31, 1979, the grid will be increased by a further COLA fold-in. (See "Cost of Living Allowance".)

Cost of Living Allowance:

Effective in September 1977, 1% per 1% increase in the monthly Consumer Price Index, where 1961 equals 100, using July 1977 as the base month. (No change in formula.)

COLA payments made during the months of January, February, March and April, 1977 will not be refunded.

On August 31, 1978, the COLA generated from September 1977 to August 1978 will be folded in.

On August 31, 1979, the COLA generated from September 1978 to August 1979, using July 1978 as the base month, will be folded in.

Health and Welfare:

Life Insurance - \$19,500 (\$16,000) coverage under the first agreement. \$25,000 coverage under the second agreement. Effective with the second agreement, \$3,000 paid up insurance upon retirement (new).

Dental Plan - Effective with the second agreement, employer pays 100% (75%) of premium costs.

York Borough Board of Education - Local 994, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 231 employees, settled at the conciliation officer stage. Duration of negotiations - 6 months.

Wages:	Effective	Jan. 1/78
	General Increase	5.7%
	Matron	\$5.25-\$5.60 (\$4.97-\$5.30)
	Plumber Steamfitter	\$10.39 (\$ 9.83)
	Probationary period is 6 months. Maximum rate for Matron is reached on completion of probationary period.	
Shift Premiums:	Effective July 1, 1978, 0-25¢-25¢ (0-24¢-24¢).	
Paid Vacation:	4 weeks after 10 (11) years and 5 weeks after 19 (20) years.	
Travel Allowance:	75¢ (55¢) or prevailing TTC fare, whichever is greater, for Caretakers.	
Car Allowance:	For maintenance employees, under 160 km.	\$50 per year
	161 - 800 km.	\$100 per year
	801 - 1600 km.	\$150 per year
	1601 - 2400 km.	\$200 per year
	over 2400 km.	\$250 per year
	(Previously, \$150 per year.)	
Mileage Allowance:	For maintenance employees, in addition to car allowance, 16¢ per kilometre within Metropolitan Toronto (23¢ per mile) and 10¢ per kilometre outside Metropolitan Toronto (15¢ per mile).	
Safety Shoe Allowance:	For stockroom employees, employer contributes \$20 (new) towards the cost of safety shoes.	

York Region Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association (Ind.): A 24-month renewal agreement effective from September 1, 1978 to August 31, 1980, covering 454 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/78</u>	<u>Sept. 1/79</u>
	Increases	5.5%, on the average	6.9%, on the average
	Teacher Category D 0-6 (7) years	\$9,355-\$13,640 (\$8,800-\$13,250)	\$10,010-\$14,600
	Teacher Category A4 0-12 (11) years	\$14,960-\$26,800 (\$15,250-\$24,600)	\$16,005-\$28,675

Wage Reopener: Wages in the second year of the agreement will be reopened for negotiation if the Toronto Consumer Price Index increases 10% by June 30, 1979, where 1971 equals 100 and the Index base is the June 1978 Index. Wages will also be reopened if the Ministry of Education's average grant increases by 1% over last year's grant of 4.8%. Wages will be reopened only once.

Sick Leave For all teachers starting employment with the Board as of September 1, 1978, the amount of gratuity payable upon retirement with pension or upon death ranges from 1% of sick leave credits accumulated after 1 year's service with the York Region Board to 50% of a maximum of 200 days' accumulated credits after 25 years' service. Maximum payment is one-half of the employee's annual salary. Any teacher on staff at June 30, 1969 may elect to have his or her sick leave accumulated and retirement gratuity calculated on the basis of the plan in force on that date. (Previously, payment was 50% of a day's salary per credit accumulated. Maximum accumulation of credits was 200 days. Maximum payment was one-half of the employee's annual salary.)

Health and Life Insurance - Effective September 1, 1978, coverage is 2
Welfare: times salary, with a minimum of \$25,000 and a maximum of \$50,000 coverage. (Previously, \$25,000 coverage.)

A.D. & D. (new) - Effective September 1, 1978, employer pays 75% of cost of premiums. Coverage ranges from \$25,000 to \$50,000.

Dental Plan - Effective September 1, 1979, employer pays 65% (55%) of cost of premiums.

Responsibility Co-ordinator - Grid plus \$3,700 (\$3,200).
Allowances:

Supervisor - Grid plus \$3,200 (\$2,700).

Queen's University at Kingston - Local 229, Kingston Heating and Maintenance Workers' Union (CLC): An 18-month renewal agreement effective from January 1, 1978 to June 30, 1979, covering 350 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	Jan. 1/78	Jan. 1/79
	General Increases	5%	2.5%
	Maid	\$3.60 (\$3.43)	\$3.69
	Electrician	\$7.77 (\$7.40)	\$7.96

Shift Premium: Effective July 1, 1978, 0-18¢-22¢ (0-16¢-20¢). Effective January 1, 1979, 0-20¢-25¢.

Sunday Premium: Effective July 1, 1978, 75¢ (50¢) per hour. Effective January 1, 1979, \$1.00 per hour for all scheduled hours of work.

University of Guelph - Staff Association (Ind.) (office, clerical, laboratory, library, technical and agricultural employees): A 12-month renewal agreement effective from July 1, 1978 to June 30, 1979, covering 765 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

ges: The former salary structure based on grades has been replaced by a generic system resulting in the regrouping of many classifications.

Effective July 1/78

Increase 4.5%-7%

Weekly Rates
(35 hours per week)

Receptionist/Typist \$132.95-\$172.72
(\$124.25-\$161.42)

Agricultural Worker \$221.50-\$241.53
(\$207.98-\$226.79)

Senior Technician \$265.24-\$382.88
(\$253.82-\$366.39)

Merit Pay: An amount equal to 1.5% (2.5%) of the gross salaries of the bargaining unit will be distributed on the basis of merit, as assessed by the employer.

Paid Vacation: Effective January 1, 1978, 3 weeks after 1 year, 4 weeks after 12 years and 4 weeks plus 2 days after 18 years (all unchanged).

Effective July 1, 1978, employees hired on or after this date receive 2 weeks after 1 year, 3 weeks after 3 years and, thereafter, regular schedule.

Effective January 1, 1979, 4 weeks after 11 years and 5 weeks (new) after 20 years.

Effective January 1, 1980, 4 weeks after 10 years.

Paid Personal leave (new): 3 days per year with the approval of the supervisor.

Health and welfare: Dental Plan - Effective July 1, 1978, employer pays 66 2/3% (50%) of premium costs.

Sick Leave - Probationary employees: less than 3 months' employment, 3 days; 3 to 6 months' employment, 10 days. Upon completion of probationary period, an employee shall be considered to be vested with sufficient sick leave to provide him with full regular pay until he has established eligibility for long-term salary continuation benefits. (Previously, less than 3 months' employment, 3 days; 3 to 12 months, 10 days; 12 to 24 months, 36 days; 24 to 36 months, 48 days, and 36 or more months, 60 days.)

University courses: 100% (75%) reimbursement of fees for approved courses taken at the University.

University of Ottawa - Professors Association (Ind.): A 36-month renewal agreement effective from May 1, 1978 to April 30, 1981, covering 850 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>May 1/78</u>	<u>May 1/79</u>	<u>May 1/80</u>
	General Increase	6%	Reopener	Reopener
<u>Minimum Annual Rates</u>				
	Lecturer	\$13,569 (\$12,801)		
	Assistant Professor	\$17,462 (\$16,474)		
	Associate Professor	\$22,460 (\$21,189)		
	Full Professor	\$28,992 (\$27,351)		
	Ceiling for all professorial ranks	\$47,758 (\$45,055)		
Increments:	Lecturer	- \$575 (\$550)		
	Assistant Professor	- \$675 (\$625)		
	Associate Professor	- \$775 (\$725)		
	Professor	- \$950 (\$900)		
Off-Campus Teaching:	Nursing: 1 clinical semester	- \$40 (\$30)		
	2 clinical semesters	- \$80 (\$40)		
	Teacher Training:	\$35 (\$25)		
Reopener Clause:	Effective May 1, 1979 and May 1, 1980, for salaries and fringe benefits.			
Meal Allowance:	Breakfast - \$3 (\$2). Lunch - \$5 (\$3). Supper - \$8 (\$6).			
Mileage Allowance:	21¢ (18¢) per mile when travelling on University business.			
Moving Expenses:	Basic reimbursement is \$2,200 (\$1,625). In addition, the employer will pay the first \$500 if receipted, and 75% of the balance, to a maximum of \$2,767 (\$2,000).			
	20¢ (18¢) per mile in car allowance when moving.			

University of Waterloo (Plant Operations and Food Services Departments) - Local 793, Canadian Union of Public Employees (CLC): A wage reopener effective from July 2, 1978 to June 30, 1979, covering 400 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>July 2/78</u>
	Increase	6.1%, on the average
	Food Services Assistant	\$4.30 (\$3.99)

July 2/78

Custodian I	\$5.52 (\$5.02)
Baker	\$5.96 (\$5.55)
Electrician	\$7.55 (\$7.11)

ALTH AND WELFARE SERVICES

Barbrough General Hospital - Ontario Public Service Employees' Union (Ind.)
 (office and clerical employees): A 12-month renewal agreement effective from June 1, 1978 to May 31, 1979, covering 220 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

ges:	Effective	<u>June 1/78</u>
	General Increase	6%
	Clerk I	\$707-\$795 (\$667-\$750)
	Accounting Clerk	\$1,020 (\$ 962)

Probationary period for full-time employees is 3 months.
 Maximum rate for Clerk I is reached after 2 years.

urs of Work: 77½ (80) hours over 2 weeks for Ward Secretary.

alth and lfare: Extended Health Care Plan (new) - Employer pays 50% of cost of premiums.

ift Premium: 0-\$1.65-\$1.65 (0-\$1.50-\$1.50) per shift.

responsibility allowance: \$1.50 (\$1.00) per shift for an employee temporarily assigned to assume in-charge responsibility for more than 5 consecutive days.

Sunnybrook Hospital and 42 other hospitals throughout Ontario - Various Locals,
Service Employees International Union (AFL-CIO/CLC): 43 12-month renewal agreements effective from April 1, 1978 to March 31, 1979, covering a total of 9,500 employees, settled by arbitration. Duration of negotiations - 8 months.

IB Rollback/
 Previous Agreement: Three 50-dollar per month increases scheduled for April 1, 1976, January 1, 1977 and September 1, 1977 were reduced to two increases of \$57 per month effective April 1, 1976 and \$54 per month effective April 1, 1977.

oldback: Negotiated increases are being held in abeyance pending review by the Anti-Inflation Board.

Superior Provisions: Superior benefits or conditions provided by previous agreements will prevail. Provisions reported below represent a minimum standard.

Wages:	Effective	<u>Apr. 1/78</u>
	General Increase	\$54 per month
	Trades Adjustment	\$9 per month

Sunnybrook Hospital - Monthly Rates

Housekeeping Aide	\$873-\$895	(\$819-\$841)
Nurse's Aide	\$888-\$910	(\$834-\$856)
Nursing Orderly	\$1,015-\$1,035	(\$961-\$981)
Electrician	\$1,223-\$1,263	(\$1,160-\$1,200)

RNA - Orderly - Intermediate steps in RNA rates are to be adjusted upwards to Orderly rates on an intra-hospital basis. (Previous agreement equalized the maximum step for these 2 classifications.)

Experience Pay (new): An employee with recent and related full-time service in another hospital or comparable part-time service with the same hospital may claim experience and be credited in the wage progression with not less than one year of service for every two years of related experience.

Shift Premium: 0-\$1.65-\$1.65 (0-\$1.55-\$1.55) per shift. 21¢ (19¢) per hour for employees regularly working a 12-hour shift.

Standby Pay (new): \$1 per hour.

Emergency Medical Care Assistant Premium (new): 15¢ per hour for qualified employees employed as Ambulance Attendants or Drivers.

Premium in Lieu of Weekend Off: At least 1 weekend off in each 4-week period or time and one-half for work done on the fourth weekend. (New for some hospitals.)

Bereavement Leave: 1 day's paid leave for mourning is granted if unable, due to distance of travel, to attend the funeral of a member of the immediate family (new).

Health and Welfare: Employer Contribution - To be based on "billed rates" instead of "present billed rates".

Disability Plan (new) - The present Sick Leave Accumulation Plan is to be converted to a disability program with the employer paying 50% of the billed premium for the long term disability portion of the Plan.

For the short-term disability portion of the Plan, present employees with 3 or more months of service will be credited with 3 months' service. For the long term disability portion, employees with 1 or more years of service will be credited with 1 year's service. On termination, any outstanding credits will be paid in cash.

Benefits under the short term disability portion range from 66 2/3% of salary after 1 year's service, to 100% of salary after 4 years or more of service. Payable for 75 working days for each separate disability.

U.I.C. coverage applies from the 16th through the 30th week of disability. Thereafter, an LTD plan paying 60% of regular earnings takes effect.

Blue Cross Extended Health Care Plan (new) - Employer pays 50% of the billed premium, with \$10/\$20 deductibles. All eligible future employees will be required to enrol.

Dental Plan (new) - A basic, preventive plan will be effective as soon as practicable, with the employer paying 50% of the cost.

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Professional Institute (Ind.) (physical sciences group): A 12½-month renewal agreement effective from April 17, 1978 to April 29, 1979, covering 575 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages: Effective Apr. 17/78

Increase:

Levels 1 and 2	9%
Level 3	8.8%
Level 4	8%
Level 5	6%

Annual Rates

PC-1	\$11,897-\$21,604 (\$10,915-\$19,820)
PC-3	\$25,441-\$30,463 (\$23,383-\$27,999)
PC-5	\$33,546-\$37,402 (\$31,647-\$35,285)

Paid Vacation: Effective June 27, 1978, 4 weeks after 12 (13) years and 5 weeks after 26 (27) years.

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC) (communications group): A 12-month renewal agreement effective from December 26, 1977 to December 24, 1978, covering 840 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

Wages: Effective Dec. 26/77

General Increase 5.9%

Annual Rates

CM-1	\$9,482-\$10,681 (\$8,954-\$10,086)
CM-4	\$13,240-\$14,470 (\$12,502-\$13,664)
CM-7	\$16,516-\$18,599 (\$15,596-\$17,563)

Shift Premium: 0-20¢-28¢ per hour (previously, 0-\$1.50-\$2.00 per shift).

Weekend Premium (new): 20¢ per hour for all regularly scheduled work on Saturday and/or Sunday.

Standby Pay: \$5 (\$3.30) for each 8 consecutive hours or portion thereof. \$10 (\$7.70) for any standby period on a day of rest or designated paid holiday.

Paid Holidays: 11, plus an additional day (new) when proclaimed by Parliament.

Paid Vacation: Effective April 1, 1978, 4 weeks after 12 (13) years.

Technological Change: Minimum of 3 months' written notice (previously, "written" was not specified).

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC)
(data processing group): A 12-month renewal agreement effective from January 9, 1978 to January 7, 1979, covering 2,935 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

Wages: Effective Jan. 9/78

General Increase 5.85%, with a minimum of \$600 for DA-CON-1 and 2, and DA-PRO-1

Annual Rates

Data Conversion Sub-Group

DA-CON-1 \$7,734-\$10,126
(\$7,134-\$ 9,526)

DA-CON-8 \$17,656-\$19,336
(\$16,680-\$18,267)

Data Production Sub-Group

DA-PRO-1 \$7,705-\$11,069
(\$7,105-\$10,457)

DA-PRO-7 \$19,557-\$21,424
(\$18,476-\$20,240)

Shift Premium: 0-\$1.60-\$2.25 (0-\$1.50-\$2.10) per shift.

Weekend Premium (new): 20¢ per hour for regularly scheduled hours on a Saturday or Sunday.

Standby Pay: \$5 (\$3.69) for each 8 hours or portion thereof. \$10 (\$7.37) for any period of standby on a day of rest or designated paid holiday.

Paid Holidays: 11, plus an additional day when proclaimed by Parliament, for a total of 12 (11) days.

Paid Vacation: Effective April 1, 1978, 4 weeks after 12 (13) years and 5 weeks after 26 (27) years.

Meal Allowance: \$3.10 (\$3) after 3 hours' overtime and \$2.25 (\$2.15) after an additional 4 hours of overtime.

overnment of Canada (Treasury Board) - Public Service Alliance of Canada (CLC)

(hospital services group, supervisory and non-supervisory):

A 5½-month renewal agreement effective from July 11, 1978 to December 24, 1978, with wages retroactive to December 26, 1977, covering 3,460 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

ages:

Effective

Dec. 26/77

Increase

Levels 1 to 3 - 28¢ per hour;
All Other Levels - 29¢ per hour

Non-Supervisory Rates - Ontario Region

Patient and Health Services Sub-Group

Level 1

\$4.21-\$4.68
(\$3.93-\$4.40)

Level 5

\$5.13-\$5.72
(\$4.84-\$5.43)

Level 7

\$5.67-\$6.38
(\$5.38-\$6.09)

Housekeeping, Dietary
and Other Services
Sub-Group

Level 1

\$4.41-\$4.88
(\$4.13-\$4.60)

Level 5

\$5.45-\$6.07
(\$5.16-\$5.78)

Level 9

\$6.79–\$7.58
(\$6.50–\$7.29)

Previous rates reflect a rollback by the Anti-Inflation Board.

Shift Premium:

 $0-20\text{¢}-26\text{¢} \quad (0-18\text{¢}-25\text{¢}).$

Weekend Premium
(new):

20¢ per hour for regularly scheduled hours on a Saturday or Sunday.

Paid Holidays:

11, plus an additional day (new) when proclaimed by Parliament.

Paid Vacation:

Effective April 1, 1978, 4 weeks after 12 (13) years of service and 5 weeks after 26 (27) years.

Acting Pay:

Period to qualify is 3 (5) consecutive working days.

Meal Allowance:

\$3.10 (\$3) after 3 hours' overtime and \$2.25 (\$2.15) after the next 4 hours.

Penological
Factor
Allowance:

Ranges from \$100 to \$1,000 (\$85 to \$850) per annum, according to type of institution and degree of contact.

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC)
(office equipment operations group): A 12-month renewal agreement effective from November 14, 1977 to November 12, 1978, covering 615 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

Wages: Effective Nov. 14/77
 General Increase 5.98% or \$600 per year,
 whichever is greater

Annual Rates

Duplicating Equipment
Operator Sub-Group

OE-DEO-1 \$7,919-\$9,685
 (\$7,319-\$9,085)

OE-DEO-3 \$10,949-\$12,351
 (\$10,331-\$11,654)

Microphotography
Equipment Operator
Sub-Group

OE-MEO-5 \$13,986-\$15,802
 (\$13,197-\$14,910)

Weekend Premium (new): 20¢ per hour for all regularly scheduled work on Saturday and/or Sunday.

Standby Pay: \$4 (\$3.69) for each 8 consecutive hours or portion thereof. Minimum guarantee on days of rest and holidays is deleted.

Paid Holidays: 11, plus an additional day (new) when proclaimed by Parliament.

Paid Vacation: Effective April 1, 1978, 4 weeks after 12 (13) years and 5 weeks after 26 (27) years.

Meal Allowance: \$3.10 (\$3) after 3 hours of overtime and \$2.25 (\$2.15) after the next 4 hours.

Technological Change: Minimum of 3 months' written notice (previously, "written" was not specified).

LOCAL ADMINISTRATION

Ettobicoke Borough Corporation - Local 185, Canadian Union of Public Employees (CLC)
(outside employees): A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 640 employees, settled at the conciliation officer stage. Duration of negotiations - 9 months.

Wages: Effective Jan. 1/78
 General Increase 5.75%
 Labourer \$6.42
 (Wage Group 1) (\$6.07)
 Auto Mechanic \$8.20
 (Wage Group 10) (\$7.75)

Cost of Living Allowance: The lump sum payment due from the 1977 clause is waived.
COLA clause is inoperative during 1978. For the 1979 agreement, clause will include, but not be limited to, a triggering factor, fold-in and/or float and frequency of adjustments.

Arena Maintenance Premium (new): 25¢ per hour during ice plant operations.

Weekend Premium (new): 25¢ per hour for regularly scheduled work on Saturday or Sunday.

Paid Vacation: 3 weeks after 2 (3) years and 6 weeks after 24 (25) years.

Health and Welfare: Dental Plan - Effective July 1, 1978, payments are based on the 1978 (1976) Ontario Dental Association fee schedule.

London City Board of Commissioners of Police - Police Association (Ind.)
(policemen): A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 312 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages: Effective Jan. 1/78

General Increase	5.5%*
Fourth Class A Constable	\$14,255 (\$13,512)
First Class Constable	\$19,410 (\$18,398)
Superintendent First Class	\$29,451 (\$27,916)

Clothing Allowance: \$475 (\$450) per year for all plainclothes officers.

This settlement has been approved by the Anti-Inflation Board.

North York Borough Corporation - Local 373, Canadian Union of Public Employees (CLC) (inside employees): A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 520 employees, settled with mediation assistance. Duration of negotiations - 8 months.

Wages: Effective Jan. 1/78

General Increase	5.75%
<u>Weekly Rates</u>	
Clerk-General Grade 1 (35 hours per week)	\$157.39-\$181.09 (\$148.83-\$171.24)
Building Inspector Grade 2 (35 hours per week)	\$330.63-\$376.83 (\$312.65-\$356.34)

Cost of Living Deleted. No payment was generated under the previous contract.
Provision:

Weekend 25¢ per hour for regularly scheduled day work.
Premium (new):

Paid Vacation: 3 weeks after 2 (3½) years and 6 weeks after 24 (25) years.

Health and Welfare: Long Term Disability - Employer maintains benefit programs for the first 14 weeks of the 6-month waiting period prior to going on LTD. For the remaining portion of the waiting period the employee will either be given a Disability Pension and separated, or placed in holding unit status with possible recall rights. (Previously, each case was considered individually with no prescribed procedure.)

Dental Plan - Payments are based on the 1978 (1976) Ontario Dental Association fee schedule.

Pension Plan: Benefits for future service under the Metropolitan Pension Plan increase to levels provided for Metropolitan Toronto employees. Benefits for past service are to be decided by arbitration.

Employee contributes 7% (previously, an average of approximately 5%) towards cost of Plan.

Car Allowance: 22.5¢ (21¢) per mile. Minimum of \$20 per month for all employees designated to have their automobile available. (Previously, minimum applied only to employees designated as "low mileage users".)

North York Borough Corporation - Local 94, Canadian Union of Public Employees (CLC) (outside employees): A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 710 employees, settled with mediation assistance. Duration of negotiations - 9 months.

Wages:	Effective	<u>Jan. 1/78</u>
	General Increase	5.75%
	Labourer	\$6.43 (\$6.08)
	Sub Foreman (Automotive Mechanic)	\$8.30 (\$7.85)

Standby Pay: \$35 (\$30) per week.

Leave of Absence for Union Business: 90 (85) days per year without pay.

Tool Allowance: \$7.00 (\$6.50) per completed month of service.

Other Changes: The following provisions are the same as reported above for Local 373: COLA, Weekend Premium, Paid Vacation, LTD, Dental Plan, Pension Plan and Car Allowance.

Ottawa City Corporation - Local 162, Fire Fighters (AFL-CIO/CLC): A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 515 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

Wages: Effective Jan. 1/78

Average Increase 7%

Annual Rates

Firefighter \$15,750
Third Class (\$14,724)

Firefighter \$20,009
First Class (\$18,700)

Platoon Chief \$27,404
(\$25,612)

Paid Vacation: 3 weeks after 3 (5) years, 4 weeks after 13 (15) years and 5 weeks after 18 (24) years.

Scarborough Borough Corporation - Local 545, Canadian Union of Public Employees (CLC) (office, clerical and technical employees): A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 461 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages: Effective Jan. 1/78

General Increase 5.75%

Group 2 (includes \$7,938-\$8,583
Junior Records Clerk) (\$7,506-\$8,116)

Group 19 (Drafting \$19,350-\$23,945
Supervisor) (\$18,298-\$22,645)

Probationary period is 65 working days. If merited, maximum rate for Junior Records Clerk is reached after one 6-month and one 12-month increase. If merited, maximum rate for Drafting Supervisor is reached after one 6-month and four 12-month increases.

Cost of Living Discontinued in 1978. (In the 1977 contract, money that
Provision: would have financed the clause was diverted into financing future service pension costs.) Provision will be re-negotiated in 1979.

Saturday Premium: The shift premium of 25¢ per hour is paid for regularly scheduled hours worked on Saturday (new).

Paid Vacation: 3 weeks after 2 (3) years' service and 6 weeks after 24 (25) years.

Health and Extended Health Care Plan - Optical benefit coverage increases
Welfare: to \$50 every two years. (Previously, \$10 per year.) Benefit is not subject to any deductible.

Thunder Bay City Corporation - Local 87, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from January 1, 1978 to December 31, 1979, covering 320 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/78</u>	<u>Jan. 1/79</u>
	Increases	\$690 per year for Step 3 of salary ranges*	3.3% for Step 3
		Rates for Steps 1, 2, 4 and 5 calculated at 90%, 95%, 105% and 110% of Step 3	
	Additional Adjustment		2 steps eliminated in salary schedule effective on employ- ees' anniversary date
	Group 2 (includes Clerk-Typist II)	\$8,067-\$9,859 (\$7,446-\$9,100)	\$8,333-\$10,185
	Group 11 (includes Planner II)	\$15,459-\$18,895 (\$14,838-\$18,136)	\$15,725-\$19,221

Probationary period is 3 months for Groups 1 to 3 and 6 months for Groups 4 to 11.

*Note: Increases are subject to approval by the Anti-Inflation Board.

Cost of Living Allowance:	Effective January 1, 1979, \$18 per 0.3 increase in the Consumer Price Index (1971=100) over the December 1978 base. To be paid as a lump sum in May and September 1979 and January 1980. (1% per 1% change in the CPI (1971=100) after an increase of 6%. Payable as a lump sum.)
Shift Premiums:	0-\$1.90-\$1.90 (0-\$1.70-\$1.70) per shift.
Call-back Pay:	Minimum of 3 hours' pay (new).
Overtime Pay:	Time and one-half for first 3 hours and double time thereafter on weekdays (time and one-half on weekdays). Time and one-half for first 4 hours and double time thereafter on Saturday (time and one-half on Saturday). Double time on Sunday (time and one-half).
Paid Vacations:	5 weeks plus 1 additional day per year of service after 20 (25) years.
Bereavement Leave:	Sister-in-law and brother-in-law are included in up to 3 days' paid leave to attend funeral.
Health and Welfare:	<u>Dental Plan</u> - Effective on signing, coverage based on 1977 (1975) Ontario Dental Association schedule of fees. Effective January 1, 1979, 1978 Ontario Dental Association schedule of fees.

Pre-Retirement Employee may retire prior to age 65 by using remaining
Leave: statutory holidays, vacation and sick leave credits (new).

Sick Leave Plan: Vesting after 10 (5) years' service.

Toronto City and Metro Toronto - Canadian Union of Public Employees (CLC), Local
43 (outside employees) and Local 79 (inside employees): Four
12-month renewal agreements effective from January 1, 1978 to
December 31, 1978, covering a total of 10,495 employees, settled
with mediation assistance. Duration of negotiations - 9 months.

Except where noted, changes reported below refer to all 4
agreements.

Wages: Metro Agreements

Effective	<u>Jan. 1/78</u>
General Increase	5.75%

Outside Employees

Labourer (after 3 months)	\$6.42 (\$6.07)
Electronic Technician	\$8.56 (\$8.09)

Inside Employees

Clerk Grade 5	\$4.50-\$5.32 (\$4.26-\$5.03)
Planner	\$9.38-\$13.00 (\$8.87-\$12.29)

City Agreements

Due to a job evaluation study presently under way, rates under
the new agreements are not available. However, it is expected
that the wage schedule, as a whole, will be increased by
approximately 5.75%.

Cost of Living The lump sum payment due from the 1977 clause is waived.
Allowance:

COLA clause is inoperative during 1978. For the 1979 agreement,
the clause will include, but not be limited to, a triggering
factor, fold-in and/or float and frequency of adjustments.

Job Evaluation Comprehensive reviews of all rates and differentials are under
(new): way. Implementation for the City agreements is expected in
1978 and, for the Metro agreements, in 1979.

Weekend Premium Effective May 1, 1978, 25¢ per hour.
(new):

Paid Holiday Effective October 1, 1978, a new employee must have 4 months of
Eligibility: continuous employment to qualify for the floating holiday.
(Previously, there was no specified length of service.)

Paid Vacation: 3 weeks after 2 (3) years and 6 weeks after 24 (25) years.

Use of Sick Leave or Jury Duty Leave During Vacation (new):	Employees hospitalized while on vacation may use sick leave. Employees called for jury or court witness duty while on vacation may use jury duty leave.
Pay for Day of Injury (new):	City inside employees will be paid for the remainder of their shift if required to leave early due to an injury at work. (City outside employees and Metro employees already had this provision.)
Health and Welfare:	<u>Comprehensive Medical</u> - \$50 (\$10) once per 2-year period for prescription eyeglasses. <u>Extension of Premium Coverage</u> - Employer will continue to remit the premium for OHIP, Semi-Private Hospitalization and Comprehensive Medical Insurance for 7 (4) pay periods on behalf of employees off work due to sickness, injury or maternity leave.
Clothing Allowance:	\$65 per year for Metro female nursing attendants (new).
Mileage Allowance:	14¢ per kilometre or 22.53¢ (21¢) per mile. Applies to inside employees with the City and Metro.
Tools/Metric Conversion (new):	Employer pays the difference between the Federal Government subsidy and actual cost.

CONSTRUCTION

Metropolitan Toronto Apartment Builders Association (Apartment Builders and House Builders) - Local 183, Labourers (AFL-CIO/CLC): Two wage re-openers effective from May 1, 1978 to April 30, 1979, covering 500 employees, settled by arbitration. Duration of negotiations - 3 months.

Wages:	Effective	<u>May 1/78</u>	<u>Nov. 1/78</u>
	General Increases	45¢	15¢
	House Builder	\$7.20 (\$6.75)	\$7.35
	Apartment Builder	\$7.70 (\$7.25)	\$7.85

Ontario Association of Millwrighting Contractors - Millwright District Council, Carpenters (AFL-CIO/CLC): A 22½-month renewal agreement effective from June 12, 1978 to April 30, 1980, covering 1,500 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>June 12/78</u>	<u>May 1/79</u>
	Increases	45¢ in Zone "A"; 50¢ in Zone "B"	67¢ in Zone "A"; 69¢ in Zone "B"

	<u>June 12/78</u>	<u>May 1/79</u>
Journeyman	\$11.33	\$12.02
Millwright	(\$10.83)	
Zone "B"		
Journeyman	\$11.35	\$12.02
Millwright	(\$10.90)	
Zone "A"		
Health and Welfare:	Effective June 12, 1978, employer contributes 80¢ (73¢) per hour worked.	
Pension Fund:	Effective June 12, 1978, employer contributes \$1.00 (\$.88) per hour worked.	
Board Allowance:	Effective June 12, 1978, beyond 50 to 100 miles - \$17 (\$15) per day worked. Over 100 miles - \$21 (\$19) per day, on a 7-day basis.	
	Effective May 1, 1979, over 100 miles - \$22 per day, on a 7-day basis.	
Commuting Allowance:	Effective June 12, 1978, 1 to 10 miles - free (no change), 10 to 15 miles - \$2.65 (\$2.40) per day, 15 to 20 miles - \$4.10 (\$3.75) per day, 20 to 25 miles - \$5.25 (\$4.80) per day and 25 to 50 miles - \$9.00 (\$8.00) per day.	
Mileage Allowance:	Effective June 12, 1978, 22¢ (20¢) per mile.	

Operating Engineers Employers Agency (Crane & Equipment Rental; Steel Erection or Mechanical Installations; Foundation, Piling and Caisson Boring; Excavating; Building and Construction Work, and Survey Work), province-wide - Local 793, International Operating Engineers (AFL-CIO/CLC) (commercial, industrial and institutional construction): A 22½-month renewal agreement effective from June 19, 1978 to April 30, 1980, covering 2,600 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>June 19/78</u>	<u>May 1/79</u>
Package Increases	85¢, with the exception of Crane and Equipment Rental - Ottawa and Building and Construction Work - Sarnia		65¢

A. Crane and Equipment Rental, province-wide

Class I Engineer

<u>Ottawa</u>	\$13.01 (\$11.81)	\$13.51
<u>Others</u>	\$13.28 (\$12.76)	\$13.69

Vacation Pay (Others): 10% (previously, 11%).

Health and Welfare:	<u>Ottawa</u> - Effective June 19, 1978, employer contributes 30¢ (25¢) per hour earned.
	<u>Others</u> - Effective June 19, 1978, employer contributes 30¢ (new) per hour earned.
Pension Fund:	<u>Ottawa</u> - Effective June 19, 1978, employer contributes 50¢ (40¢) per hour earned. Effective May 1, 1979, 60¢.
	<u>Others</u> - Effective June 19, 1978, employer contributes 20¢ (10¢) per hour earned. Effective May 1, 1979, 40¢.

B. Steel Erection or Mechanical Installations, province-wide

1st Class Engineer

<u>Windsor</u>	\$12.83 (\$12.46)	\$13.33
<u>Others</u>	\$13.49 (\$13.08)	\$13.90

Health and Welfare:	<u>Windsor</u> - Effective June 19, 1978, employer contributes 63¢ (43¢) per hour earned.
	<u>Others</u> - Effective June 19, 1978, employer contributes 30¢ (new) per hour earned.
Pension Fund:	<u>Windsor</u> - Effective June 19, 1978, employer contributes 60¢ (35¢) per hour earned. Effective May 1, 1979, 70¢.
	<u>Others</u> - Effective June 19, 1978, employer contributes 20¢ (10¢) per hour earned. Effective May 1, 1979, 40¢.

C. Foundation, Piling and Caisson Boring Business, province-wide

Boring Machine Operator, Model LLDH	\$12.34 (\$11.70)	\$12.84
-------------------------------------	----------------------	---------

Health and Welfare:	Effective June 19, 1978, employer contributes 30¢ (25¢) per hour earned.
Pension Fund:	Effective June 19, 1978, employer contributes 60¢ (50¢) per hour earned. Effective May 1, 1979, 70¢.

D. Excavating, Toronto Area

Operating Engineer (includes Crane Operator)	\$11.21 (\$10.90)	\$11.62
--	----------------------	---------

Vacation Pay: 10% (previously, 9%).

Health and Welfare:	Effective June 19, 1978, employer contributes 30¢ (new) per hour earned.
Pension Fund:	Effective June 19, 1978, employer contributes 10¢ (new) per hour earned. Effective May 1, 1979, 30¢.

E. Building and Construction Work

<u>Windsor</u>	<u>June 19/78</u>	<u>May 1/79</u>
Operating Engineer (includes Crane Operator)	\$12.14 (\$11.65)	\$12.64

Vacation Pay: 10% (previously, 9%).

Pension Fund: Effective June 19, 1978, employer contributes 60¢ (40¢) per hour earned. Effective May 1, 1979, 70¢.

London

Operating Engineer (includes Crane Operator)	\$12.34 (\$11.92)	\$12.75
--	----------------------	---------

Vacation Pay: 10% (previously, 8%).

Health and Welfare: Effective June 19, 1978, employer contributes 30¢ (25¢) per hour earned.

Pension Fund: Effective June 19, 1978, employer contributes 20¢ (10¢) per hour earned. Effective May 1, 1979, 40¢.

Hamilton

Operating Engineer (includes Crane Operator)	\$12.63 (\$11.99)	\$13.22
--	----------------------	---------

Health and Welfare: Effective June 19, 1978, employer contributes 30¢ (25¢) per hour earned.

Pension Fund: Effective June 19, 1978, employer contributes 70¢ (60¢) per hour earned.

Toronto

Operating Engineer (includes Crane Operator)	\$12.04 (\$11.40)	\$12.54
--	----------------------	---------

Health and Welfare: Effective June 19, 1978, employer contributes 30¢ (25¢) per hour earned.

Pension Fund: Effective June 19, 1978, employer contributes 60¢ (50¢) per hour earned. Effective May 1, 1979, 70¢.

Ottawa

Operating Engineer (includes Crane Operator)	\$12.26 (\$11.63)	\$12.76
--	----------------------	---------

Health and Welfare: Effective June 19, 1978, employer contributes 30¢ (25¢) per hour earned.

Pension Fund: Effective June 19, 1978, employer contributes 50¢ (40¢) per hour earned. Effective May 1, 1979, 60¢.

Sudbury

June 19/78

May 1/79

Operating Engineer
(includes Crane
Operator)

\$12.55
(\$12.02)

\$12.95

Vacation Pay: 10% (previously, 9%).

Health and Welfare: Effective June 19, 1978, employer contributes 30¢ (25¢) per hour earned.

Pension Fund: Effective June 19, 1978, employer contributes 30¢ (20¢) per hour earned. Effective May 1, 1979, 50¢.

Sault Ste. Marie

Operating Engineer
(includes Crane
Operator)

\$12.22
(\$11.69)

\$12.63

Vacation Pay: 10% (previously, 9%).

Health and Welfare: Effective June 19, 1978, employer contributes 30¢ (25¢) per hour earned.

Pension Fund: Effective June 19, 1978, employer contributes 30¢ (20¢) per hour earned. Effective May 1, 1979, 50¢.

Thunder Bay

Operating Engineer
(includes Crane
Operator)

\$12.16
(\$11.53)

\$12.57

Health and Welfare: Effective June 19, 1978, employer contributes 30¢ (25¢) per hour earned.

Pension Fund: Effective June 19, 1978, employer contributes 40¢ (30¢) per hour earned. Effective May 1, 1979, 60¢.

Sarnia

The contract presently in effect will remain operative and unchanged until its expiration on April 30, 1979.

Effective

May 1/79

Operating Engineer
(includes Crane
Operator)

\$13.51
(\$13.48)

Cost of Living Provision: Effective May 1, 1979, there will be no further increases under the COLA provision of the agreement which expires April 30, 1979.

Vacation Pay: Effective May 1, 1979, 10% (previously, 9%).

Health and Welfare: Effective May 1, 1979, employer contributes 30¢ (25¢) per hour earned.

Pension Fund: Effective May 1, 1978, 40¢ was added to the pension fund from the scheduled wage increase, for a total employer contribution of 50¢ per hour earned.

F. Survey Work

Wages, overtime, reporting allowance, travel and board allowance and health and welfare and pension contributions will be paid as set out in the appropriate schedule.

The following changes apply to all Operating Engineers covered by the new province-wide agreement:

Mileage Allowance: Effective June 19, 1978, an additional 3¢ per mile is granted, to a maximum of 25¢ per mile, except where the previous provision exceeded 25¢ per mile.

Subsistence Allowance: Effective June 19, 1978, an additional \$3 per day is granted, to a maximum of \$25 per day, except where the previous provision exceeded \$25 per day.

Ottawa Mechanical Contractors Association and Renfrew County Mechanical Contractors Association - Local 71, Plumbers (AFL-CIO/CLC) (Residential Sector):
Two 24-month renewal agreements effective from May 1, 1978 to April 30, 1980, covering 375 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>June 15/78</u>	<u>May 1/79</u>
	General	57¢	54¢/59¢
	Increases		

Ottawa M.C.A.

Journeyman	\$11.79	\$12.33
Plumber	(\$11.22)	

Renfrew County M.C.A.

Journeyman	\$10.79	\$11.38
Plumber	(\$10.22)	

Health and Welfare: Effective June 15, 1978, employer contributes 50¢ (40¢) per hour worked.

Pension Fund: Effective June 15, 1978, employer contributes 65¢ (55¢) per hour worked. Effective May 1, 1979, 70¢ per hour worked.

Steeplejack and Masonry Restoration Contractors Association, province-wide - Local 172, Plasterers (AFL-CIO): A 24-month renewal agreement effective from May 1, 1978 to April 30, 1980, covering 300 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>May 1/78</u>	<u>May 1/79</u>
	General	45¢	50¢
	Increases		
	Journeyman	\$10.85 (\$10.40)	\$11.35

Shift Premium: Effective May 1, 1978, 0-\$1.00-\$1.25 (0-\$0.75-\$0.75) per hour.

Health and Welfare: Effective May 1, 1978, employer contributes 45¢ (30¢) per hour.
Effective May 1, 1979, 55¢ per hour.

Board Allowance: On jobs of 5 days or less duration, \$15 (\$14) per day effective May 1, 1978, and \$16 per day effective May 1, 1979. On jobs continuing for longer than 5 days, \$105 (\$98) per week effective May 1, 1978, and \$112 per week effective May 1, 1979.

Mileage Allowance: Effective May 1, 1978, 25¢ (20¢) per mile or 16¢ per kilometre.

Toronto Masonry Contractors' Association Inc. - Local 1, Bricklayers, Masons Independent Union of Canada (CCU) (journeymen bricklayers and stonemasons and bricklayers' assistants): Two 23½-month renewal agreements effective from June 12, 1978 to May 31, 1980, covering 1,700 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2½ months.

Wages:	Effective	<u>June 12/78</u>	<u>Oct. 1/78</u>
	Increases	25¢	45¢ for Journeymen; 35¢ for Assistants
	Bricklayer's Assistant	\$8.83 (\$8.58)	\$9.18
	Journeyman Bricklayer	\$10.73 (\$10.48)	\$11.18
	Effective	<u>June 1/79</u>	<u>Oct. 1/79</u>
	Increases	40¢ for Journeymen; 35¢ for Assistants	45¢ for Journeymen; 35¢ for Assistants
	Bricklayer's Assistant	\$9.53	\$9.88
	Journeyman Bricklayer	\$11.58	\$12.03

Previous rates reflect a 15-cent rollback by the Anti-Inflation Board.

Health and Welfare: Effective June 12, 1978, employer contributes 55¢ (45¢) per hour worked by Journeymen and Assistants.

Travelling Allowance: Effective June 12, 1978, travel expense zones change geographically. There is no travelling allowance in the first zone, an allowance of \$5 per day in the second and \$10 per day in the third. (Previously, there was a zone where no travelling allowance was paid, a \$2 per day zone and a \$4 per day zone.)

Addendum

April 1978 Settlement

EDUCATION AND RELATED SERVICES

Lambton County R.C.S.S. Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 275 employees, settled at the bargaining stage and ratified in April, 1978. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 1/78</u>
	Increase	5.9575%, on the average
	Teacher D	\$9,700-\$13,844
	0-6 years	(\$9,700-\$13,185)
	Teacher A4	\$15,450-\$26,414
	0-10 years	(\$15,000-\$24,686)
Health and Welfare:	<u>Dental Plan</u> - Payments are based on the 1977 (1975) Ontario Dental Association fee schedule.	

Responsibility Allowances:	<u>Principals</u> -
	A. Schools of 5 rooms and less - \$2,300 (\$2,200)
	B. Schools of 6 to 9 rooms - \$2,400 to \$3,600 (\$2,200 to \$3,400)
	C. Schools of 10 and more rooms - \$3,800 to \$5,800 (\$3,600 to \$5,600)
	<u>Vice Principals</u> - \$1,300 to \$2,100 (\$1,200 to \$2,000)
	<u>Assistants to the Principal</u> - \$325 (\$250)
	<u>Department Heads, St. Patrick's High School</u> - \$1,100 (\$1,000)

May 1978 Settlements

PRIMARY METAL

Holmes Foundry Limited at Sarnia - Local 456, Auto Workers (CLC): A 36-month renewal agreement effective from April 1, 1978 to March 31, 1981, covering 325 employees, settled at the post conciliation bargaining stage and ratified in May, 1978. Duration of negotiations - 4 months.

Wages:	Effective	<u>Apr. 1/78</u>	<u>Apr. 1/79</u>	<u>Apr. 6/80</u>
	General	3% plus 15¢	3%	3%
	Increases	per hour on top of range		
	COLA Fold-in	83¢		
	Core Assembler	\$6.38-\$6.78 (\$5.43-\$5.63)	\$6.58-\$6.98	\$6.79-\$7.19
	Millwright	\$7.99-\$8.39	\$8.24-\$8.64	\$8.50-\$8.90
	Journeyman	(\$6.99-\$7.19)		

Maximum rates are reached upon completion of probationary period.

Cost of Living Allowance: A 10-cent COLA float remains following the 83-cent fold-in effective April 1, 1978.

1¢ per hour per .35 increase in the Consumer Price Index, where 1971 equals 100. To be adjusted quarterly. (Formula is unchanged.)

Effective July 1, 1978, there will be a diversion from COLA of 1¢ per quarter, for 11 quarters, to pay for new and improved benefit coverage.

Shift Premium: Effective May 21, 1978, 0-20¢-25¢ (0-15¢-20¢). Effective April 1, 1979, 0-25¢-30¢.

Paid Holidays: Effective in 1980, February 11 is added, for a total of 12 (11) statutory holidays. February 11 will be replaced by Heritage Day, if proclaimed a holiday. In 1981, this holiday will be observed on February 9.

Bereavement Leave: Effective April 1, 1978, a legally adopted child, stepparent, stepparent of a spouse, stepbrother, stepsister, half brother and half sister are included in the definition of "immediate family", for up to 3 days' paid leave.

Effective April 1, 1978, 1 day's paid leave is granted to attend the memorial service for a member of the immediate family (new).

Health and Welfare: Life Insurance - Effective June 1, 1978, \$10,000 (\$9,000) coverage for employees under age 65 and \$5,000 (\$4,500) for employees age 65 and over.

Life Insurance for Retirees - Effective after April 1, 1979, annual coverage increases by \$500 for insured employees who retire prior to April 1, 1979.

\$3,000 (\$2,000) coverage for employees who retire with 10 or more years of credited service after April 1, 1979.

Transition Survivor Income Benefit (new) - Effective April 2, 1979 for insured employees actively at work, and payable for a maximum of 24 months:

Class A or Class B survivors receive \$200 per month, with a maximum reduction for statutory benefits of \$75 per month.

Class A or Class B survivors with a dependent child receive \$225 per month, with a maximum reduction for statutory benefits of \$75 per month.

Class C survivors receive \$200 per month, with a maximum reduction for statutory benefits of \$50 per month.

Class C survivors with no parent surviving receive \$225 per month, with a maximum reduction for statutory benefits of \$50 per month.

Class D survivors receive \$200 per month, with a maximum reduction for statutory benefits of \$75 per month.

For months in which 2 or more eligible Class C or Class D survivors share a benefit, each survivor's share is computed as a fraction of the benefit that would be paid to him as a sole survivor, according to his own eligibility for statutory benefits.

Bridge Survivor Income Benefit (new) - Effective April 2, 1979, \$200 per month less statutory offsets for a Class A or Class B eligible survivor who is 45 years of age or more on the date of the employee's death and who has received 24 monthly payments of the Transition Survivor Income Benefit. Minimum benefit for an eligible survivor with a dependent child is \$150.

A.D. and D. (new) - Effective June 1, 1978, coverage is \$2,500 to \$5,000. Employer pays 100% of cost of premiums.

Weekly Sickness and Accident Plan - Effective June 1, 1978, benefit is \$160 (\$140) per week. Effective April 1, 1979, \$175 and, effective April 1, 1980, \$190.

Semi-Private Hospitalization Plan (new) - Effective July 1, 1978, employer pays 100% of cost of premiums on behalf of active employees.

Long Term Disability (new) - Effective June 1, 1978, employer pays 100% of cost of premiums for plan with benefits of \$550 per month. Effective April 1, 1979, benefits increase to \$600 per month.

Dental Plan - Effective July 1, 1978, co-insurance is 90% (85%) on Class B dental services. Payments are based on the 1977 (1974) Ontario Dental Association fee schedule.

Effective April 1, 1980, payments are based on the 1978 fee schedule.

Effective July 1, 1978, maximum orthodontic coverage is \$650 (\$500) per lifetime.

Nursing Home Care, Prosthetic Appliance and Durable Medical Equipment Coverage (new) - Effective July 1, 1978, benefits cover active employees, retirees and their eligible dependents. Employer pays 100% of cost of premiums.

Vision Care Plan (new) - Effective April 1, 1979, employer pays 100% of cost of premiums for plan with a maximum benefit of \$40 per 24-month period.

Surviving Spouse Premium Payment (new) - Effective January 1, 1979, employer pays 100% of premium costs for OHIP, Prescription Drug, Nursing Home Care, Prosthetic Appliance and Durable Medical Equipment coverage for the eligible surviving spouse of a normal, early or disability retiree who retired on or after January 1, 1971.

Pension Plan: Basic Benefit for Current Retirees - Effective June 1, 1978, monthly benefits increase by 25¢ times number of years of credited service. Effective May 1, 1979 and May 1, 1980, monthly benefits increase by a further 25¢.

Basic Benefit for Future Retirees - Effective June 1, 1978, benefit is \$10.50 (\$9.50) per month per year of service. Effective May 1, 1979, \$11.00. Effective May 1, 1980, \$11.50.

Early Retirement (new) - Effective April 1, 1980, employees with 30 or more years of service may retire between the ages of 47 and 61 and draw from 31% to 94% of their monthly retirement benefit. Full pension benefits commence at age 62.

Early Disability Retirement (new) - Effective April 1, 1980, employees may retire early due to disability and draw full pension benefits.

Supplementary Pension Benefit - Effective July 1, 1978 for employees with 30 or more years of service, \$10.50 (\$9.50) per month per year of service. Effective May 1, 1979, \$11.00 per month per year of service. Effective April 1, 1980, \$11.50 per month per year of service. Payments are less any statutory benefits and take into account the early retirement factor, where applicable. Maximum monthly benefit is \$262.50 (\$237.50) effective July 1, 1978, \$275.00 effective May 1, 1979 and \$287.50 effective April 1, 1980. (The Supplementary Pension Benefit replaces the Supplementary Benefit and the Supplementary Disability Retirement Benefit of the previous Plan.)

Supplementary Disability Retirement Benefit (new) - Effective June 1, 1978, maximum benefit is \$262.50 per month. Effective May 1, 1979, maximum increases to \$275.00 and, effective May 1, 1980, to \$287.50.

Special Allowance (new) - Effective April 1, 1980, an eligible employee retiring with 30 or more years of service receives a special allowance of an amount which, when added to the benefits otherwise payable to him under the Plan prior to his attaining Government Pension age, equals \$675 per month. If an employee's monthly benefit under the Pension Plan, including Special Allowance, exceeds 70% of his final base pay, his Special Allowance shall be reduced so that such sum equals 70% of his final base pay, as defined.

Survivor Benefit (new) - Effective April 1, 1980, benefit applies to employees who retire after July 1, 1978 at 45 or more years of age with a deferred vested benefit. It also applies to those who die prior to termination of employment and prior to commencement of retirement benefit at age 60 with 10 or more years' service, to those at least 55 years of age whose combined age and credited service totals 85 or more, and to those under 55 years of age having 30 or more years of credited service. The adjustment factor is 95%, increased or decreased by $\frac{1}{2}\%$ for each year in excess of five years (to a maximum of 10 excess years) by which the age of the spouse is less than or greater than the age of the employee. Benefit payable equals 55% of deceased retired employee's reduced benefit, exclusive of any Supplement or Special Allowance.

Supplemental
Unemployment
Benefit Plan:

Effective June 1, 1978, the Supplemental Unemployment Benefit Plan and the Short Week Benefit are combined into one SUB plan.

When the Fund is at 50% or more of maximum funding, the benefit limitation of \$65 on regular benefits will be eliminated. Benefit limitation for certain employees is \$90. (The benefit limitation of \$52 on Short Week Benefits is eliminated.) The portion of the calculation used to take into account work-related expenses not incurred increases to \$12.50 (\$7.50) for layoffs beginning on or after January 1, 1979.

When the Fund is less than 50% of maximum funding, the benefit limitation of \$40 on regular benefits will be eliminated. Benefit limitation for certain employees is \$70. (The benefit limitation of \$40 on Special and Short Week Benefits is eliminated.)

Employer Contribution - Determined in accordance with the table below:

If the percentage relation-
ship of the value of the
assets of the Fund to the
maximum funding is:

The applicable number of
cents per hour will be:

<u>At Least</u>	<u>But Less Than</u>	<u>Apr. 1/79</u>	<u>Apr. 6/80</u>
87.5%	100.0%	6¢ (5¢)	7¢
75.0%	87.5%	7¢ (6¢)	8¢
62.5%	75.0%	8¢ (7¢)	9¢
50.0%	62.5%	9¢ (8¢)	10¢
37.5%	50.0%	10¢ (9¢)	11¢
25.0%	37.5%	11¢ (10¢)	12¢
Less than 25.0%		12¢ (11¢)	13¢

Benefit Guarantees (new) - Benefit guarantees for long-seniority employees are improved, effective for weeks of layoff on or after January 1, 1979. Long-seniority employees also gain the protection of benefits afforded by an SUB Book Account, effective January 1, 1979.

WHOLESALE TRADE

Ontario Produce Company Limited, Ontario Food Division of Oshawa Group Limited at Malton and Toronto - Local 419, Teamsters (Ind.) (warehousing, building and equipment and garage maintenance employees): A 12-month renewal agreement effective from March 5, 1978 to March 3, 1979, covering 355 employees, settled at the bargaining stage and ratified in May, 1978. Duration of negotiations - 2 months.

Effective	<u>Mar. 5/78</u>
Increase	50¢ per hour for full-time empls.; 17¢ per hour for students and part-time empl.
Packager	\$7.68 (\$7.18)
Maintenance Mechanic	\$8.95 (\$8.45)

*Note: Increase is subject to approval by the Anti-Inflation Board. 15 cents of the increase granted to full-time employees and 10 cents of the increase granted to students and part-time employees is held back pending such approval.

Paid Holidays:	Employee's birthday is added, for a total of 10 (9) full and 2 half days.
Paid Vacation:	5 weeks after 18 (25) years' service and 6 weeks (new) after 25 years.
Vacation Bonus:	50-hour bonus after 25 years' service (new).
Bereavement leave:	Grandparents of an employee's spouse are included in 1 day's paid leave.
Sick Day Plan:	Paid sick leave is now granted on the first working day of illness. (New. Previously, benefits commenced on the second working day of illness.)

Accumulation of seniority during sick leave is capped at the equivalent of length of service. (Previously, cap was 1 year's seniority or the equivalent of length of service, whichever was lesser.)

Health and
Welfare:

Life Insurance - Coverage is 200% of annual pay for employees with 3 months' service. (Previously, for employees with 3 months' service, coverage was 200% of base annual earnings prior to age 56, 190% of same at age 56, 180% of same at age 57, and so on, reducing each year by 10% of base annual earnings.)

Retiree Life Insurance - \$2,000 (\$1,000) coverage.

Short Term Disability - Benefit is 80% (75%) of employee's weekly earnings.

Dental Plan - \$25/\$50 deductibles are eliminated. Payments are based on the current (previously, 1976) Ontario Dental Association fee schedule.

Clothing and
Cleaning:

Protective clothing is issued to Maintenance and Garage employees (new). Employer provides for the cleaning of such clothing.

Safety Boot
Allowance:

\$55 (\$50) per year for Drivers, employees required to work in the Frozen Food Locker and Garage employees required to work outside.

Employer no longer provides 1 pair of safety shoes to employees during their probationary period, nor an additional pair of such shoes during the remainder of the first year of employment.

Layoff:

When a layoff is expected to exceed 13 consecutive weeks, employees with 2 or more years' service receive 10 days' notice of same or pay in lieu thereof, or notice under the Employment Standards Act, whichever is greater (new). (Previously, 5 days' notice of layoff or pay in lieu thereof, or notice under the Employment Standards Act, whichever is greater, for all seniority employees and regardless of expected length of layoff.)

This settlement is subject to approval by the Anti-Inflation Board.

HEALTH AND WELFARE SERVICES

St. Joseph's Hospitals at Chatham and London - Ontario Nurses' Association (Ind.)

(nurses, full-time): Two 24-month renewal agreements effective from October 1, 1976 to September 30, 1978, covering 412 employees, settled at the conciliation officer stage and ratified in May, 1978. Duration of negotiations - 20 months.

Wages:

Special Hiring Rate (new) - Effective April 5, 1977, Registered Nurses who are hired with less than 1 year of clinical experience receive \$1,115 per month. Effective October 1, 1977, special hiring rate increases to \$1,190 per month. Similarly, effective April 5, 1977, the special hiring rate for Graduate Nurses is \$1,045 and \$1,064.69 per month in Chatham and London, respectively.

Effective October 1, 1977, the special hiring rate for Graduate Nurses increases to \$1,120 and \$1,139.69 per month in Chatham and London, respectively. After 6 months' service, the minimum rate of the applicable salary range shown below is paid.

The desirability of maintaining the special hiring rate will be reviewed upon the expiration of the agreement.

Effective	<u>Oct. 1/76</u>	<u>Oct. 1/77</u>
General Increases	\$93 per month*	\$75 per month
Adjustment (see "Differential" below)		
Registered Nurse	\$1,208-\$1,408 (\$1,115-\$1,315)	\$1,283-\$1,483
Assistant Head Nurse (London only)	\$1,255.44-\$1,455.44 (\$1,159.46-\$1,359.46)	\$1,330.44-\$1,530.44

Probationary period is 60 days or shifts. Maximum rates are reached after seven annual increases.

*Note: Increases are subject to approval by the Anti-Inflation Board. \$70 is payable immediately.

Differential - Following application of the October 1, 1976 general increase, rates for Assistant Head Nurse in the London agreement are increased by \$2.98 (\$3.80) at each step on the salary range. This increase represents a differential for Assistant Head Nurse of 3.93% (3.99%) over the start rate for Registered Nurse.

Shift Premium: Effective May 29, 1978 in Chatham and June 5, 1978 in London, 0-\$1.65-\$1.65 (0-\$1.55-\$1.55) per shift.

Standby Pay: Chatham - Effective May 29, 1978, \$1.25 (\$1.06) per hour of standby.

London - Effective June 5, 1978, \$10 (\$8.50) per shift of standby.

Health and Welfare: Semi-Private Hospitalization Plan (new) - Effective the first billing date following May 29, 1978 in Chatham and June 5, 1978 in London, employer pays 100% of premium costs.

LOCAL ADMINISTRATION

Halton Regional Board of Commissioners of Police - Police Association (Ind.):
A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 265 employees, settled at the bargaining stage and ratified in May, 1978. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/78</u>
	Average Increase	6.5%
	Constable, Fourth Class	\$13,499.20 (\$12,667.20)

Jan. 1/78

Constable, First
Class

\$20,446.40
(\$19,177.60)

Staff Inspector

\$27,809.60
(\$26,083.20)

Union Leave
(new):

Employer pays 100% of time off for members of the bargaining
committee.

Mileage
Allowance:

13¢ per kilometre (20¢ per mile).

Negotiations in Progress during June 1978 covering 200 or more Employees

Employer and Location	Union	No. of Empls	Neg'n Stage *
& P Stores, province-wide	Foodworkers (AFL-CIO/CLC)	4,320	CO
Abitibi Forest Products (Abitibi Provincial Paper Div.), Thorold	Cdn. Paperworkers (CLC) (mill empls.)	530	CO
Abitibi Paper Co. Ltd., Iroquois Falls, Sault Ste. Marie and Thunder Bay	Carpenters (AFL-CIO/CLC) (woods empls.)	1,350	B
Can Canada Products Ltd., Kingston	Machinists (AFL-CIO/CLC) and Steelworkers (AFL-CIO/CLC)	850	MED
Can Canada Products Ltd., Aluminum Goods Div., Toronto	Steelworkers (AFL-CIO/CLC)	326	B
Algoma Steel Corp., Ltd., Sault Ste. Marie	Steelworkers (AFL-CIO/CLC) (clerical and technical empls.)	500	CO
Algoma Steel Corp., Ltd., Sault Ste. Marie	Steelworkers (AFL-CIO/CLC) (production empls.)	6,500	CO
Algoma Steel Corp., Ltd., Algoma Ore Div., Wawa	Steelworkers (AFL-CIO/CLC) (mine empls.)	600	B
Algoma Steel Corp., Ltd., Transportation Dept., Sault Ste. Marie	United Transportation Union (AFL-CIO/CLC) (switchmen and locomotive engineers)	200	B
Alis-Chalmers Canada Ltd., Stephens-Adamson Div., Belleville	Steelworkers (AFL-CIO/CLC)	200	B
Architectural Glass and Metal Contractors Assn.	Painters (AFL-CIO/CLC)	550	CO
Cliffic Restaurants Ltd., Toronto	Hotel Employees (AFL-CIO/CLC)	225	CO
Atomic Energy of Canada Ltd., Chalk River and Deep River**	Atomic Energy Allied Council (AFL-CIO/CLC) (various unions)	910	B
Atomic Energy of Canada Ltd., Commercial Products Div., Ottawa**	CLC-Directly Chartered	232	B
Atomic Energy of Canada Ltd., Nuclear Laboratories, Chalk River**	CLC-Directly Chartered	450	B
Atomic Energy of Canada Ltd., Sheridan Park**	Public Service Alliance (CLC)	210	B
Babcock & Wilcox Canada Ltd., Cambridge	Steelworkers (AFL-CIO/CLC)	940	B
Borg-Warner (Canada) Ltd., Long Manufacturing Div., Cambridge	Machinists (AFL-CIO/CLC)	200	CO
Front County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	560	B

See page 449 for definition of codes.

Federal jurisdiction

Negotiations in Progress during June 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg Sta
Brant County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	409	B
Bruce County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	329	B
Bruce County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	212	B
CNR, Chateau Laurier Hotel, Ottawa	Railway, Transport and General Workers (CLC)	350	B
Campeau Corp.; Manufacturing Dept., Ottawa	Intl. Operating Engineers (AFL-CIO/CLC)	220	B
Canada Packers Poultry, Div. of Canada Packers Ltd., Walkerton	Foodworkers (AFL-CIO/CLC)	225	CC
Canada Safeway Ltd., south-eastern Ontario	Retail Clerks (AFL-CIO/CLC) (full and part-time empls.)	1,015	B
Canadian Appliance Manufacturing Co. Ltd. (Camco), London	Steelworkers (AFL-CIO/CLC) (production and office empls.)	610	B
Canadian Appliance Manufacturing Co. Ltd. (Camco), Weston	Steelworkers (AFL-CIO/CLC) (hourly-rated empls.)	500	CC
Canadian Automatic Sprinkler Assn.	Plumbers (AFL-CIO/CLC)	675	B
Canadian Carborundum Co. Ltd., Niagara Falls	Steelworkers (AFL-CIO/CLC)	300	CC
Canadian Fram Ltd., Chatham	Auto Workers (CLC)	698	B
Canadian Red Cross Society, Blood Transfusion Service, Hamilton, London, Ottawa and Toronto	Cdn. Red Cross Blood Transfusion Service Employees (Ind.)	217	B
Canadian Shipbuilding & Engineering Ltd. (Collingwood Shipyard Div.)	Steelworkers (AFL-CIO/CLC)	500	CC
Canron Ltd. (Burlington and Stuart St. Plants), Hamilton	Steelworkers (AFL-CIO/CLC)	200	PC
Carleton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,100	B
Carleton Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	780	B
Carleton University, Ottawa	Academic Staff Assn. (Ind.) (university professors, librarians and instructors)	645	B
Carleton University, Ottawa	Support Staff Assn. (Ind.) (clerical, technical, administrative and service empls.)	650	B

Negotiations in Progress during June 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Carpenters Bargaining Agency for the Ont. Acoustical Assn., Ont. Caulking Contractors Assn., Ont. Labour Relations Bureau General Contractors Assn., Ont. Resilient Flooring Contractors Assn. and Industrial Contractors Assn. of Canada	Carpenters (AFL-CIO/CLC)	13,000	CO
Champion Road Machinery Ltd., Godrich	Machinists (AFL-CIO/CLC)	730	B
Clitham Public General Hospital	Service Employees (AFL-CIO/CLC)	210	CO
Coca-Cola Ltd., Belleville, Hamilton, Kitchener, London, Niagara Falls, Ottawa, Peter- borough, Sudbury, Toronto and Windsor	Cdn. Brewery Workers (CLC) (pro- duction empls.)	1,005	B
Columbus McKinnon Ltd., St. Catharines	Auto Workers (CLC)	200	MED/WS
Construction Site Teamster Employer Bargaining Agency	Teamsters (Ind.)	500	B
Copper-Bessemer of Canada Ltd., Stratford	Machinists (AFL-CIO/CLC)	214	CO
Copper of Canada Ltd., Toronto	Potters (AFL-CIO/CLC) (production empls.)	760	B
Council of Printing Industries of Canada, Toronto	Printing and Graphic Communications (AFL-CIO/CLC)	220	PCB
Council of Printing Industries of Canada, Toronto	Typographical Union (AFL-CIO/CLC)	535	CO
Curtaulds (Canada) Ltd. and Caravelle Carpets Ltd., Cornwall	Clothing and Textile Workers (AFL-CIO/CLC)	570	CO
DG Packaging Ltd., Leaside	Printing and Graphic Communications (AFL-CIO/CLC)	525	B
Dyton Tire Canada Ltd., Whitby	Rubber Workers (AFL-CIO/CLC)	510	PCB
De Havilland Aircraft of Canada, Ltd., Toronto	Auto Workers (CLC) (hourly-rated empls.)	2,500	PCB
De Havilland Aircraft of Canada, Ltd., Toronto	Auto Workers (CLC) (office and clerical empls.)	400	CO
Dome Mines Ltd., South Porcupine	Steelworkers (AFL-CIO/CLC)	455	MED
Dominion Stores Ltd., Amherstburg and Windsor	Steelworkers (AFL-CIO/CLC) (retail food empls.)	600	B
Dominion Stores Ltd., northern Ontario	Retail, Wholesale Employees (AFL- CIO/CLC) (full and part-time empls.)	655	B

Negotiations in Progress during June 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	No. of St
Dominion Stores Ltd., Sault Ste. Marie and northern Ontario	Retail, Wholesale Employees (AFL-CIO/CLC)	450	
Dominion Stores Ltd., Sudbury	Retail, Wholesale Employees (AFL-CIO/CLC) (part-time empls.)	300	
Dominion Stores Ltd., Toronto	Retail, Wholesale Employees (AFL-CIO/CLC) (warehousemen)	990	
Domtar Fine Papers Ltd., Cornwall	Cdn. Paperworkers (CLC) (mill empls.)	1,150	
Domtar Packaging Ltd., Toronto	Cdn. Paperworkers (CLC)	300	
Dubreuil Brothers Ltd., Dubreuilville	Employees' Assn. (Ind.)	276	
Dufferin-Peel Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,000	
Durham Board of Education	CUPE (CLC) (maintenance and service empls., custodians and bus drivers)	350	
Durham Board of Education	CUPE (CLC) (office and clerical empls.)	202	
Durham Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,330	
Durham Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,000	
Durham Regional Municipality	CUPE (CLC) (service, office, technical and professional empls.)	325	
E.B. Eddy Forest Products Ltd., Espanola	Cdn. Paperworkers (CLC) and Electrical Workers (IBEW) (AFL-CIO/CLC) (mill empls.)	730	
Eldorado Nuclear Ltd., Port Hope**	Steelworkers (AFL-CIO/CLC)	310	
Electrohome Ltd., Kitchener and Waterloo	Electrical Workers (IBEW) (AFL-CIO/CLC)	850	
Elgin County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	441	
Emco Ltd., London	Steelworkers (AFL-CIO/CLC)	360	
Etobicoke Borough	Fire Fighters (AFL-CIO/CLC)	365	
Exolon Co. of Canada, Thorold	Cdn. Chemical Workers (Ind.)	238	
Falconbridge Nickel Mines Ltd., Falconbridge	Mine, Mill and Smelter Workers (Ind.)	3,500	
Fiberglas Canada Ltd., Textile and Chemical Plants, Guelph	Clothing and Textile Workers (AFL-CIO/CLC)	381	

** Federal jurisdiction

Negotiations in Progress during June 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
ur Seasons Hotel, Toronto	Laundry Workers (CLC)	250	CO
ontenac County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	525	B
ontenac County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	500	B
ontenac-Lennox and Addington County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	206	B
S.W. Ltd., Hill St. Plant, Fergus	Steelworkers (AFL-CIO/CLC)	380	CO
eneral Foods Ltd., Cobourg	Foodworkers (AFL-CIO/CLC)	800	CO
endale Spinning Mills Ltd., Hamilton	Clothing and Textile Workers (AFL-CIO/CLC)	320	B
eat Lakes Paper Co., Ltd., Thunder Bay	Cdn. Paperworkers (CLC)	1,700	CO
eat Lakes Paper Co., Ltd., Thunder Bay	Carpenters (AFL-CIO/CLC) (woods empls.)	1,200	B
ey County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	317	B
lton Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Ont. Secondary School Teachers' Fed. (Ind.)	2,450	B
lton Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	303	B
amilton City Board of Education	CUPE (CLC) (caretakers, maintenance empls. and bus drivers)	256	B
amilton City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,370	MED
amilton City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,135	B
amilton City Corp.	Fire Fighters (AFL-CIO/CLC)	430	ARB
amilton Civic Hospitals	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	735	MED
amilton-Wentworth Regional Board of Commissioners of Police	Police Assn. (Ind.)	690	B
amilton-Wentworth Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ind.)	1,100	B

Negotiations in Progress during June 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Na St
Hammond Manufacturing Co. Ltd., Guelph	Employees' Assn. (Ind.)	500	
Harding Carpets, Brantford	Cdn. Textile and Chemical Union (CCU)	282	
Harvey Woods Ltd. (Hosiery and Underwear Divs.) and Kroy Unshrinkable Wools Ltd., Toronto and Woodstock	Clothing and Textile Workers (AFL-CIO/CLC)	500	
Hastings County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	590	
Hastings County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	520	
Hastings-Prince Edward County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	200	
John T. Hepburn Ltd., Mississauga and Toronto Plants	Steelworkers (AFL-CIO/CLC)	204	
Hiway Market Ltd., Kitchener and Waterloo	Retail Clerks (AFL-CIO/CLC)	260	
Holiday Inn and four other hotels, Ottawa	Hotel Employees (AFL-CIO/CLC)	670	
Huron County Board of Education	Fed. of Women Teachers' Assns. of, Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	351	
Huron County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	273	
Imperial Tobacco Ltd./Ltee. (Div. of Imasco Ltd.), Guelph	Tobacco Workers (AFL-CIO/CLC) (plant, warehouse and office empls.)	750	
International Hardware Co. of Canada Ltd., Belleville	Molders (AFL-CIO/CLC) (production, maintenance, office and clerical empls.)	221	
International Nickel Co. of Canada Ltd., Port Colborne	Steelworkers (AFL-CIO/CLC) (hourly- rated empls.)	750	
International Nickel Co. of Canada Ltd., Sudbury	Steelworkers (AFL-CIO/CLC) (plant and mine empls.)	11,750	
Kent County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	600	
Kent County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	500	

Negotiations in Progress during June 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
nt County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	500	B
mberly-Clark of Canada Ltd., Longlac	Carpenters (AFL-CIO/CLC) (woods empls.)	700	B
mberly-Clark of Canada Ltd., Rexdale	Cdn. Paperworkers (CLC) (production empls.)	500	B
mberly-Clark of Canada Ltd., Terrace Bay	United Paperworkers (AFL-CIO/CLC) (mill empls.)	590	CO
ngston City Corp. (including Rideaucrest Home for the Aged)	CUPE (CLC)	310	CO
tchener City Corp., Transit Div., Supply and Services Dept.	Railway, Transport and General Workers (CLC)	209	B
echtel Furniture Ltd., Hanover	Woodworkers (AFL-CIO/CLC)	230	B
aus Carpet Mills Ltd., Waterloo	Employees' Assn. (Ind.)	250	B
bourners Bargaining Agency for Labour Bureau of the Ont. General Contractors Assn., Ont. Masonry Industry Employers Council, Industrial Contractors Assn., Ont. Waterproofing Contractors Assn. and Ont. Concrete Floor Contractors Assn.	Labourers (AFL-CIO/CLC)	20,000	MED
akehead Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	640	B
akehead Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	580	B
akehead District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	320	B
ambton County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	695	ARB
anark County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	274	B
anark County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	209	F
aurentian Hospital, Sudbury	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	219	ARB

Negotiations in Progress during June 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Ne St
Leeds and Grenville County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	535	
Leeds and Grenville County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	353	
Lennox and Addington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	262	
Lincoln County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	945	
Lincoln County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	770	
Lincoln County Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	383	
Loblaws Ltd., Ottawa and other centres	Retail Clerks (AFL-CIO/CLC) (full and part-time empls.)	685	
Loblaws Ltd., Toronto and other centres	Foodworkers (AFL-CIO/CLC) (full and part-time empls.)	680	
Loblaws Ltd., Toronto and other centres	Retail Employees (CLC) (full and part-time empls.)	6,150	
London City Board of Education	CUPE (CLC) (office empls., full and part-time)	300	
London City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,275	
London City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,110	
London City Corp.	Fire Fighters (AFL-CIO/CLC)	294	
London Transportation Commission	Transit Union (AFL-CIO/CLC)	350	
Mack Trucks Canada Ltd., Oakville	Machinists (AFL-CIO/CLC)	400	
Mansfield-Denman General Co. Ltd., Industrial Products Div., Welland	Rubber Workers (AFL-CIO/CLC)	460	
Mathews Conveyer Co. Ltd., Port Hope and Cobourg	Machinists (AFL-CIO/CLC)	216	
Mattabi Mines Ltd., Mine and Plant Operations, Ignace	Steelworkers (AFL-CIO/CLC)	225	
Metropolitan Toronto Apartment Builders	Intl. Operating Engineers (AFL- CIO/CLC)	400	
Metropolitan Toronto Board of Commissioners of Police	Police Assn. (Ind.) (policemen)	5,300	

Negotiations in Progress during June 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Metropolitan Toronto House Wreckers' Assn.	Labourers (AFL-CIO/CLC)	350	PCB
Metropolitan Toronto Library Board	CUPE (CLC)	200	MED
Metropolitan Toronto Road Builders Assn.	Intl. Operating Engineers (AFL-CIO/CLC)	400	PCB
Metropolitan Toronto Sewer and Watermain Contractors Assn.	Intl. Operating Engineers (AFL-CIO/CLC)	320	PCB
Middlesex County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	363	B
Middlesex County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	255	B
Mississauga City Corp., Transit Dept.	Transit Union (AFL-CIO/CLC)	245	CO
March Fine Foods Ltd., Toronto	Teamsters (Ind.)	250	MED/WS
Montanto Canada Ltd., Woodbridge	Clothing and Textile Workers (AFL-CIO/CLC)	275	CO
More Corp. Ltd., Moore Business Forms Div., Fergus	Printing and Graphic Communications (AFL-CIO/CLC)	206	CO
Niagara Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	235	B
National Capital Roadbuilders Assn.	Intl. Operating Engineers (AFL-CIO/ CLC), Labourers (AFL-CIO/CLC) and Teamsters (Ind.)	1,000	PCB
National Elevator and Escalator Assn. and Canadian Elevator Contractors Assn. Bargaining Council	Elevator Constructors (AFL-CIO/CLC)	1,200	B
National Research Council of Canada**	Employees' Assn. (Ind.) (clerical and regulatory group)	344	B
Niagara Regional Municipality (Homes for Senior Citizens), Niagara Falls, Port Colborne, St. Catharines and Welland	CUPE (CLC)	460	B
Niagara South Board of Educa- tion	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	955	B
Niagara South Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	850	B

* Federal jurisdiction

Negotiations in Progress during June 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	N S
Nipissing Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	275	
Nipissing Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco- Ontariens (Ind.)	400	
Nipissing District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ind.)	450	
Norfolk Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	295	
Norfolk Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	225	
North York Borough	Fire Fighters (AFL-CIO/CLC)	570	
North York Borough Board of Education	CUPE (CLC) (caretakers, matrons and bus drivers)	830	
North York Borough Hydro- Electric Commission	CUPE (CLC)	320	
North York Public Library Board	CUPE (CLC)	345	
Northern Telephone Ltd., province-wide**	Communications Workers of Canada (CLC)	225	
Northumberland and Newcastle Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	565	
Northumberland and Newcastle Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	456	
Ontario Boilermaker Contractors Assn.	Boilermakers (AFL-CIO/CLC)	1,400	
Ontario Council of Regents of Colleges of Applied Arts and Technology, province- wide	OPSEU (Ind.) (academic staff, librarians and counsellors)	6,155	
Ontario Council of Regents of Colleges of Applied Arts and Technology, province- wide	OPSEU (Ind.) (support staff empls.)	7,000	
Ontario General Contractors Assn., Industrial Contractors Assn. of Canada, Ont. Waterproofing Contractors Assn. and Ont. Concrete Floor Contractors Assn. Labour Relations Bureau	Plasterers (AFL-CIO) (cement masons)	1,500	

** Federal jurisdiction

Negotiations in Progress during June 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
ario General Contractors ssn. Labour Relations Bureau nd Ont. Walls & Ceilings ontractors Assn.	Plasterers (AFL-CIO) (plasterers)	1,200	CO
ario General Contractors ssn. and Reinforced Steel nstitute and Industrial ontractors Assn. of Canada labour Bureau	Structural Iron Workers (AFL-CIO/CLC)	900	B
ario Government	OPSEU (Ind.) (institutional care and correctional services category)	9,355	ARB
ario Housing Corp. and 11 Housing Authorities, rovince-wide (except for etro Toronto)	CUPE (CLC) (office and maintenance empls.)	800	B
ario Hydro, Generation and istribution Projects Div., rovince-wide	Office Employees (AFL-CIO/CLC)	350	B
ario Hydro, Richard L. Hearn .S. Unit, Toronto and J. lark Keith G.S. Unit, Windsor	Cdn. Operating Engineers (CCU)	311	B
ario Liquor Control Board nd Ontario Liquor Licence oard, province-wide	Employees' Assn. (NUPGE) (CLC)	3,485	MED
ario-Minnesota Pulp and aper Co. Ltd., Fort Frances	Machinists (AFL-CIO/CLC)	220	MED
ario-Minnesota Pulp and aper Co. Ltd., Kenora	Machinists (AFL-CIO/CLC)	200	B
ario-Minnesota Pulp and aper Co. Ltd., Fort Frances nd Kenora	United Paperworkers (AFL-CIO/CLC) (mill empls.)	930	B
ario Paper Co., Ltd., horold	Cdn. Paperworkers (CLC), Cdn. Operating Engineers (CCU) and ILA (AFL-CIO/CLC)	950	B
ario Roadbuilders Assn. nd Ont. Sewer and Watermain ontractors Assn. Labour ureau	Intl. Operating Engineers (AFL- CIO/CLC), Labourers (AFL-CIO/CLC) and Teamsters (Ind.)	1,800	CO
awa Area Signatory Contrac- ors	Labourers (AFL-CIO/CLC) and Teamsters (Ind.)	250	CO
awa Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,150	B
awa Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,650	B

Negotiations in Progress during June 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	N
Ottawa City	Police Assn. (Ind.)	590	
Ottawa City and Regional Municipality of Ottawa- Carleton	CUPE (CLC) (civic empls.)	3,090	
Ottawa Civic and other hospitals, province-wide	CUPE (CLC) (non-medical empls.)	18,000	
Ottawa General, Riverside and Wellesley Hospitals, Ottawa and Toronto	OPSEU (Ind.) (paramedical empls.)	243	
Ottawa Roman Catholic Separate School Board	Hotel Employees (AFL-CIO/CLC)	221	
Ottawa Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,090	
Oxford County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	515	
Peel Board of Education	CUPE (CLC) (office and clerical empls.)	490	
Peel Board of Education	Caretakers' Assn. (Ind.)	377	
Peel Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	2,400	
Peel Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,700	
Penmans, Div. of Domil Industries Ltd., Brantford and Paris	Clothing and Textile Workers (AFL- CIO/CLC)	385	
Perth County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	378	
Perth County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	306	
Peterborough County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	550	
Peterborough County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	446	
Peterborough-Victoria- Northumberland & Newcastle Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	270	
Philips Electronics Ltd. (Strathroy Furniture Div.)	Christian Labour Assn. (Ind.)	200	
Phillips Cables Ltd., Brockville	Electrical Workers (IUE) (AFL- CIO/CLC)	500	

Negotiations in Progress during June 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Laza II Hotel, Toronto	Hotel Employees (AFL-CIO/CLC)	250	B
Port Arthur Shipbuilding Co., Thunder Bay	Steelworkers (AFL-CIO/CLC)	200	CO
Port Weller Dry Docks Ltd.	Boilermakers (AFL-CIO/CLC) and Electrical Workers (IBEW) (AFL- CIO/CLC) (shipyard empls.)	560	B
Prescott-Russell County Roman Catholic Separate School Board	Assn. des Enseignants Franco- Ontariens and Ont. English Catholic Teachers' Assn. (Ind.)	385	B
Provincial Schools Authority, province-wide	Fed. of Provincial Schools Authority Teachers (Ind.)	700	B
Reed Ltd., Dryden	Cdn. Paperworkers (CLC) and Intl. Operating Engineers (AFL-CIO/CLC)	1,100	B
Reed Packaging Ltd., Corrugated Div., Toronto	Printing and Graphic Communications (AFL-CIO/CLC)	247	CO
Renfrew County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	435	ARB
Royal York Hotel, Toronto	Hotel Employees (AFL-CIO/CLC)	870	CO
Rubbermaid (Canada) Ltd., Mississauga	Auto Workers (CLC)	250	CO
S. Catharines General Hospital	Ont. Nurses' Assn. (Ind.)	360	ARB
S. Joseph Religious Hospitaliers of Hotel Dieu, Windsor	Ont. Nurses' Assn. (Ind.)	312	ARB
S. Joseph's Hospitals, Chatham and London	Ont. Nurses' Assn. (Ind.) (full-time nurses)	412	CO
S. Joseph's Hospitals, Chatham and London	Ont. Nurses' Assn. (Ind.) (part-time nurses)	220	B
S. Vincent Hospital, Ottawa	Intl. Operating Engineers (AFL-CIO/ CLC)	450	PCB
Salvation Army Grace Hospital, Windsor	Service Employees (AFL-CIO/CLC) (Service Unit)	250	B
St. Mary Ste. Marie Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	402	ARB
St. Mary Ste. Marie District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ind.)	304	B
Scarborough Borough Board of Education	CUPE (CLC) (full-time operations and maintenance empls.)	705	B
Scarborough Borough Board of Education	CUPE (CLC) (part-time operations and maintenance empls.)	292	B
Scarborough Centenary Hospital Assn.	Ont. Nurses' Assn. (Ind.)	324	ARB

Negotiations in Progress during June 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg Sta
Scarborough Public Utilities Commission	Electrical Workers (IBEW) (AFL-CIO/ CLC) (maintenance empls.)	250	B
J.M. Schneider, Inc., Kitchener	Employees' Assn. (Ind.)	1,985	B
Sheraton Centre and nine other hotels, Toronto	Hotel Employees (AFL-CIO/CLC)	4,000	C
Simcoe County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,285	B
Simcoe County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	940	B
Sklar Furniture Ltd., Peppler Div., Hanover	Woodworkers (AFL-CIO/CLC)	280	B
Somerville Belkin Industries Ltd., London	Cdn. Chemical Workers (CLC)	205	B
Spruce Falls Power and Paper Co. Ltd., Kapuskasing	Carpenters (AFL-CIO/CLC) (woods empls.)	500	B
Spruce Falls Power and Paper Co. Ltd. and Kimberly-Clark of Canada Ltd., Kapuskasing	Cdn. Paperworkers (CLC) and Electrical Workers (IBEW) (AFL- CIO/CLC)	1,300	C
Stanton Pipes Ltd., Hamilton	Steelworkers (AFL-CIO/CLC)	230	M
Steel Co. of Canada Ltd. (Hilton Works), Hamilton	Steelworkers (AFL-CIO/CLC)	12,000	C
Steeplejack and Masonry Contrac- tors Assn.	Plasterers (AFL-CIO)	230	C
Steinberg Ltd., southern Ontario	Foodworkers (AFL-CIO/CLC)	5,030	C
Steinberg Ltd. (Miracle Mart Div.), Toronto and other centres	Foodworkers (AFL-CIO/CLC)	645	B
Sterling Drug Ltd., Aurora	Oil, Chemical and Atomic Workers (AFL-CIO/CLC)	225	P
Stormont, Dundas, and Glengarry County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	386	B
Stormont, Dundas and Glengarry County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	555	B
Stormont, Dundas and Glengarry County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	500	B
Storwal International Ltd., Pembroke	Steelworkers (AFL-CIO/CLC)	300	B
Sudbury Board of Education	CUPE (CLC)	450	B
Sudbury Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco- Ontariens (Ind.)	880	M

Negotiations in Progress during June 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
udbury District Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,040	B
udbury Regional Police Dept.	Police Assn. (Ind.)	215	CO
CF of Canada Ltd., Cornwall	Clothing and Textile Workers (AFL-CIO/CLC)	300	B
RW Canada Ltd., United-Carr Div., Brantford	Employees' Assn. (Ind.)	370	B
L. Tamblin Ltd., various centres	Retail Clerks (AFL-CIO/CLC)	500	B
Thunder Bay City Corp., Grandview Lodge and Dawson Home for the Aged	Service Employees (AFL-CIO/CLC)	360	B
Thunder Bay Construction Assn. (General Contractors and Cement Finishers Divs.)	Carpenters (AFL-CIO/CLC)	500	B
Thunder Bay Grocery Stores	Retail Clerks (AFL-CIO/CLC)	475	B
Toronto City	Fire Fighters (AFL-CIO/CLC)	1,290	B
Toronto Cloak Manufacturers Assn.	Ladies Garment Workers (AFL-CIO/CLC)	800	B
Toronto Dress and Sportswear Mfgs. Guild (Dress and Sportswear Divs.)	Ladies Garment Workers (AFL-CIO/CLC)	1,200	B
Toronto Form Work Assn. (Residential Concrete Forming Contractors)	Intl. Operating Engineers (AFL-CIO/CLC)	200	CO
Toronto Hotel Assn.	Hotel Employees (AFL-CIO/CLC)	1,000	PCB
Toronto Mechanical Contractors Assn. (Metropolitan Plumbing and Heating Contractors Div.) (Residential Sector)	Plumbers (AFL-CIO/CLC)	800	B
Toronto Metropolitan School Board and Boards of Education for Toronto City and the Boroughs of East York, Etobicoke, Scarborough and York	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	6,000	B
Toronto Metropolitan Separate School Board	CUPE (CLC) (maintenance, services and plant empls.)	755	B
Toronto Metropolitan Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	4,500	B
Toronto Public Library Board	CUPE (CLC)	375	B
Toronto Transit Commission	Transit Union (AFL-CIO/CLC)	6,380	CO

Negotiations in Progress during June 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg Sta
Union Carbide Canada Ltd., Lindsay	Printing and Graphic Communications (AFL-CIO/CLC)	373	B
Uniroyal Ltd., Chemical Div., Elmira	Steelworkers (AFL-CIO/CLC)	200	MI
University of Toronto	Service Employees (AFL-CIO/CLC) (non-teaching empls.)	710	B
University of Windsor (Maintenance Dept.)	CUPE (CLC)	225	MI
University of Windsor	Service Employees (AFL-CIO/CLC) (office and clerical empls.)	325	CO
Victoria Hospital Corp., London	Office Employees (AFL-CIO/CLC)	350	AF
Victoria and other area hospitals, London and other centres	Service Employees (AFL-CIO/CLC) (non-medical empls.)	3,100	B
WABCO Ltd., Stoney Creek	Electrical Workers (UE) (CLC)	230	CO
Hiram Walker & Sons Ltd., Walkerville	Auto Workers (CLC)	700	WS
Waterloo County Board of Education	Custodian and Maintenance Assn. (Ind.)	350	B
Waterloo County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	800	B
Weldwood of Canada Ltd., Longlac Plywood Div.	Carpenters (AFL-CIO/CLC)	300	B
Wellington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	740	B
Wellington County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	510	B
Wellington County Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ind.)	214	B
Wentworth County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	425	AF
Westeel-Rosco Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	330	CO
Westinghouse Canada Ltd., Hamilton	Electrical Workers (UE) (CLC)	1,800	WS
Windsor Board of Education	CUPE (CLC) (caretakers, maintenance empls. and bus drivers)	310	PO
Windsor Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	740	MI
Windsor City Corp.	CUPE (CLC) (inside empls.)	650	B

Negotiations in Progress during June 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Windsor City Corp. (Public Works and Parks and Recreation Depts.)	CUPE (CLC)	360	CO
Windsor Metropolitan General Hospital	Service Employees (AFL-CIO/CLC)	200	B
Windsor Utilities Commission	Electrical Workers (IBEW)(AFL-CIO/CLC)	225	B
Windsor Western Hospital	Service Employees (AFL-CIO/CLC)	230	CO
Centre, Inc. (I.O.D.E. Unit)	(General Unit)		
Workmen's Compensation Board, Province-wide	CUPE (CLC) (rehabilitation workers, clerks, registered nurses, etc.)	1,200	ARB
Windsor Borough Corp. (Works, Parks and Recreation Depts.)	CUPE (CLC)	300	B
Windsor County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	1,250	B
Windsor County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	960	B
Windsor University, Toronto	Faculty Assn. (Ind.)	1,040	B
Windsor University, Toronto	Graduate Assistants Assn. (Ind.) (part-time teachers, demonstrators, tutors and markers)	1,000	B
Windsor University, Toronto	Staff Assn. (Ind.) (secretarial, clerical and technical empls.)	1,000	B
<u>MORE THAN ONE PROVINCE</u>			
Alcan Paper Co. Ltd. and subsidiaries, Que. and Ont.	Cdn. Paperworkers (CLC)	3,525	CO
Air Canada, system-wide**	Air Line Flight Attendants (CLC)	2,605	CO
Air Canada, system-wide**	Air Line Pilots (Ind.)	1,500	PCB
Air Canada, system-wide**	Cdn. Air Line Employees (CLC) (sales dept. empls.)	2,675	B
Air Canada, system-wide**	Machinists (AFL-CIO/CLC) (maintenance, overhaul, etc., empls.)	6,915	CB
Bell Canada, Que. and Ont.**	Communications Union Canada (Ind.) (traffic operators and dining service empls.)	8,000	B(R)
Butterfield Meats Ltd., Ont., Man., Sask., Alta. and B.C.	Foodworkers (AFL-CIO/CLC)	2,000	B
CP Containers, Pointe-aux-Trembles, Que. and Burlington, London, Markham and Rexdale, Ont.	Cdn. Chemical Workers (Ind.) and Cdn. Paperworkers (CLC)	950	B

Negotiations in Progress during June 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
CP Air, system-wide**	Air Line Flight Attendants (CLC)	900	B
CP Air, system-wide**	Air Line Pilots (Ind.)	600	CO
CP Air, system-wide**	Machinists (AFL-CIO/CLC)	1,750	B
Canada Cement Lafarge Ltd., N.S., N.B. and Ont.	Cement Workers (AFL-CIO/CLC)	550	B
Canada Packers Ltd. and Wilsil Ltd., P.E.I., Que., Ont., Man., Sask., Alta. and B.C.	Foodworkers (AFL-CIO/CLC)	5,800	WS
Canadian Broadcasting Corp., Canada-wide**	Broadcast Employees (NABET) (CLC)	2,950	CO
Canadian Broadcasting Corp., Canada-wide**	CUPE (CLC) (office and professional empls.)	2,500	PCB
Canadian Broadcasting Corp., Canada-wide**	CUPE (CLC) (stage hands, etc.)	1,200	PCB
Canadian Lake Carriers Assn., Great Lakes and St. Lawrence**	Marine Officers (AFL-CIO/CLC) (marine engineer officers)	353	CB
Canadian Lake Carriers Assn., Great Lakes and St. Lawrence**	Merchant Service Guild (CLC) (deck officers)	427	B
Dominion Stores Ltd., Hull, Que. and Toronto and other centres, Ont.	Retail, Wholesale Union (AFL-CIO/ CLC)	11,000	B
E.B. Eddy Forest Products Ltd., Hull, Que. and Ottawa, Ont.	Cdn. Paperworkers (CLC) and Machinists (AFL-CIO/CLC) (mill empls.)	1,630	CO
GSW Ltd.-Ltee, Dundas, Fergus, Hamilton, London and Stoney Creek, Ont. and Montreal, Que.	Steelworkers (AFL-CIO/CLC)	625	CO
Government of Canada (Treasury Board)**	Cdn. Union of Professional & Technical Employees (Ind.) (translation group)	1,175	B
Government of Canada (Treasury Board)**	Economists, Sociologists and Statisticians Assn. (Ind.)	2,465	B
Government of Canada (Treasury Board)**	Electrical Workers (IBEW) (AFL- CIO/CLC) (electronics group)	3,025	B
Government of Canada (Treasury Board)**	Letter Carriers (CLC)	17,590	B
Government of Canada (Treasury Board)**	Merchant Service Guild (CLC) (ships' officers)	1,305	B
Government of Canada (Treasury Board)**	Postal Officials (Ind.) (postal supervisors)	3,930	B
Government of Canada (Treasury Board)**	Postal Workers (CLC) (postal operations group, non- supervisory)	19,280	CB

** Federal jurisdiction

Negotiations in Progress during June 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Government of Canada (Treasury Board)**	Professional Institute (Ind.) (architecture and town planning group)	417	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (biological sciences group)	850	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (commerce group)	1,475	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (computer systems administration group)	2,115	ARB
Government of Canada (Treasury Board)**	PIPS (Ind.) (meteorology group)	535	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (nursing group)	2,110	CB
Government of Canada (Treasury Board)**	PIPS (Ind.) (scientific research group)	2,045	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (veterinary science group)	550	B
Government of Canada (Treasury Board)**	Public Service Alliance of Canada (PSAC) (CLC) (administrative services group)	4,740	ARB
Government of Canada (Treasury Board)**	PSAC (CLC) (clerical and regulatory group)	46,780	CO
Government of Canada (Treasury Board)**	PSAC (CLC) (education group)	3,585	CB
Government of Canada (Treasury Board)**	PSAC (CLC) (engineering and scientific support group)	8,080	CO
Government of Canada (Treasury Board)**	PSAC (CLC) (financial administration group)	1,550	MED
Government of Canada (Treasury Board)**	PSAC (CLC) (fire fighters, supervisory and non-supervisory)	1,520	B
Government of Canada (Treasury Board)**	PSAC (CLC) (general services group, supervisory and non-supervisory)	13,550	MED
Government of Canada (Treasury Board)**	PSAC (CLC) (lightkeepers, supervisory and non-supervisory)	525	B
Government of Canada (Treasury Board)**	PSAC (CLC) (operational group, heating, power and stationary, supervisory and non-supervisory)	2,855	B
Government of Canada (Treasury Board)**	PSAC (CLC) (programme administration group)	21,510	CO
Government of Canada (Treasury Board)**	PSAC (CLC) (secretarial, stenographic and typing group)	12,140	MED
Government of Canada (Treasury Board)**	PSAC (CLC) (welfare programme group)	1,560	ARB

Negotiations in Progress during June 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg' Stag
Greyhound Lines of Canada, system-wide**	Transit Union (AFL-CIO/CLC) (operators and maintenance and terminal empls.)	900	B
National Research Council of Canada, Canada-wide**	Professional Institute (Ind.) (professional and scientific category)	850	B
Steel Co. of Canada Ltd., Que., Ont. and Alta.	Steelworkers (AFL-CIO/CLC) (hourly-rated and production empls.)	3,575	CO
Swift Canadian Co. Ltd., Ont., Man., Alta. and B.C.	Foodworkers (AFL-CIO/CLC) (production empls.)	1,850	WS
Upper Lakes Shipping, Great Lakes and St. Lawrence**	Railway, Transport and General Workers (CLC) (unlicensed personnel)	525	B

Definitions of Codes for Negotiation Stages

B	- Direct Bargaining
DMO	- Direct Mediation Officer
CO	- Conciliation
CB	- Conciliation Board
MED	- Mediation
PCB	- Post Conciliation Bargaining
ARB	- Arbitration
WS	- Work Stoppage
B/WS	- Bargaining After a Work Stoppage
MED/WS	- Mediation During a Work Stoppage
F	- Fact Finder
PMB	- Post Mediation Bargaining
PFB	- Post Fact Finder Bargaining
(R)	- (R) following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in July 1978

Employer and Location	Union	No. of Empls.
Algoma Steel Corp. (Algoma Ore Div.), Wawa	Steelworkers (AFL-CIO/CLC)	600
Algoma Steel Corp. (Algoma Steel Plant), Sault Ste. Marie	Steelworkers (AFL-CIO/CLC)	7,000
Algoma Steel Corp. (Transportation Dept.), Sault Ste. Marie	United Transportation Union (AFL-CIO/CLC) (switchmen and locomotive engineers)	200
Algoma Steel Corp. (Tube Div.), Sault Ste. Marie	Steelworkers (AFL-CIO/CLC)	500
Amalgamated Electric Corp., Markham	Electrical Workers (IBEW) (AFL-CIO/CLC)	248
Atomic Energy of Canada Ltd., Sheridan Park	Public Service Alliance (CLC)	210
Atomic Energy of Canada Ltd., Nuclear Laboratories, Chalk River	CLC-Directly Chartered	450
Atomic Energy of Canada Ltd., Nuclear Laboratories, Chalk River and Deep River	Office Employees (AFL- CIO/CLC)	250
Canada Safeway Ltd., Intercity	Retail Clerks (AFL-CIO/ CLC) (full-time empls.)	433
Canada Safeway Ltd., Intercity	Retail Clerks (AFL-CIO/ CLC) (part-time empls.)	582
Canadian Broadcasting Corp., province- wide	Broadcast Employees (NABET) (AFL-CIO/CLC)	830
Coca-Cola Ltd., Toronto	Cdn. Brewery Workers (CLC) (production empls.)	400
Cooper of Canada Ltd., Toronto	Potters (AFL-CIO/CLC)	760
Dominion Stores Ltd., Intercity	Steelworkers (AFL-CIO/CLC) (retail food empls.)	600
G.S.W. Ltd.-Ltee (Hill Street Plant), Fergus	Steelworkers (AFL-CIO/CLC)	380
G.S.W. Ltd.-Ltee, London	Steelworkers (AFL-CIO/CLC) (production and mainten- ance empls.)	500
Imperial Tobacco Ltd.-Ltee (Div. of Imasco Ltd.), Guelph	Tobacco Workers (AFL-CIO/ CLC)	750
International Nickel Co. of Canada Ltd., Port Colborne	Steelworkers (AFL-CIO/CLC) (hourly-rated empls.)	750
International Nickel Co. of Canada Ltd., Sudbury District	Steelworkers (AFL-CIO/CLC) (plant and mine empls.)	11,750

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in July 1978 (Cont'd)

Employer and Location	Union	No. of Empls
Loblaws Ltd., province-wide	Foodworkers (AFL-CIO/CLC) (full-time empls.)	30
Loblaws Ltd., province-wide	Foodworkers (AFL-CIO/CLC) (part-time empls.)	37
Mathews Conveyor Co. Ltd. (Subsidiary of Rexnord Inc.), Cobourg and Port Hope	Machinists (AFL-CIO/CLC) (hourly-rated empls.)	21
National Research Council of Canada, Ottawa	Research Council Employees (Ind.) (technical group, supervisory and non-super- visory)	77
Phillips Cables Ltd., Brockville	Electrical Workers (IUE) (AFL-CIO/CLC)	50
Plaza II Hotel, Toronto	Hotel Employees (AFL-CIO/ CLC)	25
RCA Ltd., Manufacturing Div., Prescott	Electrical Workers (IUE) (AFL-CIO/CLC)	23
J.M. Schneider, Inc., Kitchener	Employees' Assn. (Ind.)	1,98
Steel Co. of Canada Ltd., Gananoque	Steelworkers (AFL-CIO/CLC)	20
Steel Co. of Canada Ltd. (Canada Works), Hamilton	Steelworkers (AFL-CIO/CLC)	56
Steel Co. of Canada Ltd. (Frost Works), Hamilton	Steelworkers (AFL-CIO/CLC)	23
Steel Co. of Canada Ltd. (Hilton Works), Hamilton	Steelworkers (AFL-CIO/CLC)	12,00
Steel Co. of Canada Ltd. (Parkdale Works), Hamilton	Steelworkers (AFL-CIO/CLC)	47
Steel Co. of Canada Ltd. (Swansea Works), Toronto	Steelworkers (AFL-CIO/CLC)	33
Steinberg Ltd. (Miracle Mart Div.), central and western Ontario	Foodworkers (AFL-CIO/CLC)	64
Toronto Construction Assn. (General Contractors' Section)	Labourers (AFL-CIO/CLC)	3,50
Toronto Dress and Sportswear Mfgs. Guild (Dress and Sportswear Divs.)	Ladies Garment Workers (AFL-CIO/CLC)	1,20
Treasury Board of Canada, province-wide	Professional Institute (Ind.) (architecture and town planning group)	25
Treasury Board of Canada, province-wide	Professional Institute (Ind.) (biological sciences group)	27
Treasury Board of Canada, province-wide	Professional Institute (Ind.) (defence scientific service group)	40

- C53

Labour
CanadaTravail
Canada

Ontario

LABOUR CANADA
OTTAWA/ ONTARIO MINISTRY OF LABOUR
TORONTO

7
17 COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
July 1978

Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

Foreword

This report consists of three sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in July 1978, and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries - the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rate for the lowest and highest paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

Some of the settlements note that the wage increases are subject to the approval of the Anti-Inflation Board. This note is generally included only when part of an increase is withheld pending the Board's decision. It is not extended to other settlements which may require AIB approval, even if the wage increases appear to exceed the anti-inflation guidelines.

The second section lists the negotiations underway in July 1978. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The third section lists the agreements that are scheduled to expire in August 1978.

This report was prepared jointly by Labour Canada and the Ontario Ministry of Labour. Labour Canada reports on non-construction situations covering 500 or more employees. The Ontario Ministry of Labour reports on non-construction situations covering 200 to 499 employees and on all construction situations covering 200 or more employees.

August 29, 1978

Contents

	Page
Index to Settlements Reported	452
July 1978 Settlements	
Food and Beverage	456
Rubber and Plastic Products	458
Textile	460
Paper and Allied	462
Printing, Publishing and Allied	465
Primary Metal	465
Metal Fabricating	468
Machinery	469
Transportation Equipment	470
Non-Metallic Mineral Products	470
Chemical and Chemical Products	472
Mines	472
Communication	474
Electric Power, Gas and Water Utilities	475
Education and Related Services	476
Health and Welfare Services	479
Services to Business Management	484
Personal Services	485
Federal Administration	487
Provincial Administration	491
Local Administration	491
Construction	493
Addendum	
March 1978 Settlements	496
June 1978 Settlements	497
Negotiations in Progress during July 1978	
Covering 200 or More Employees	501
Collective Bargaining Agreements Covering 200 or More Ontario Employees Expiring in August 1978...	519

Highlights

Paper Industry Settlements. At the end of July, further settlements affecting an additional 5,670 paperworkers were reached by two major newsprint manufacturers in Ontario. Both settlements generally adopted the earlier established industry pattern of a 90-cent hourly wage increase over two years, plus cost-of-living or special wage adjustments, and improvements in fringe benefits which varied from company to company. The negotiated pay increases raised the hourly base rate to \$7.89 starting in May 1979.

At Abitibi Paper Company, a settlement affecting over 5,000 members of 13 locals of the Canadian Paperworkers Union (CPU) at eight mills in Ontario and one in Quebec was concluded at the mediation stage. At the company's Sault Ste. Marie operation agreement was reached following a two weeks strike. The new settlement was ratified by all the 13 locals involved, with workers at the Thorold Division and the Provincial Division in Thunder Bay approving it conditionally until a separate agreement on continuous operation at these mills was reached. The two-year contract, retroactive to May 1, 1978, provided a general wage increase of 47 cents per hour in the first year and 43 cents in the second, with a 24-cent cost-of-living add-on, carried over from the 1973-75 agreement, incorporated into the wage rates on July 1, 1978. The contract also offered improvements in various benefits bringing them into conformity with provisions prevailing elsewhere in the industry. These changes included pension plan improvements with the early retirement age lowered to 61 from 62, liberalized paid vacations and the introduction of fully paid dental and extended health care plans.

A similar settlement was ratified by 645 members of the United Paperworkers International Union (UPIU) at the Pulp and Forest Division of Kimberly Clark of Canada in Terrace Bay. The UPIU agreement included a COLA fold-in of 24 cents plus a general wage increase of 56 cents per hour effective May 1, 1978, and the greater of 5 per cent or 43 cents per hour on May 1, 1979. The existing COLA provision was discontinued. Skilled tradesmen received an additional 15-cent wage adjustment and their work schedules were revised. Along with improvements in fringe benefits bringing their entitlements in line with those provided by other paper companies, the Kimberly-Clark workers were also granted increased weekly indemnity and long term disability benefits, higher meal and safety shoe allowances, a reduction in the early retirement age to 60 from 62 with full pension payable after 30 years of service, and an extra paid holiday for a total of 13 effective in January 1980.

Printing Crafts Settlement. The first major printing industry agreement in the province since the termination of price and wage controls was reached between Local 91 of the International

Typographical Union (ITU) and the Council of Printing Industries of Ontario (CPI). The 24-month renewal agreement, affecting 540 composing room employees represented by the Toronto Typographical Union (TTU No. 91) at 28 member-companies of the CPI, was reached in mediation and provided a general hourly rate increase of 60 cents in each year. The first year wage and benefits improvements, designed to upgrade certain conditions to those in effect throughout the industry, generally paralleled the terms of the one-year settlements accepted in early 1978 by members of the Graphic Arts International Union. The changes involved a higher night shift differential, increased employer contributions to the CPI-TTU No. 91 Welfare Plan and the ITU Negotiated Pension Plan, as well as lower service requirements for four weeks of paid vacations and paid crown witness leave. In the second year, the contract provided a further increase in the shift differential, higher employer contributions to OHIP premiums, a new employer-paid dental plan and a fifth week of paid vacations after 25 years' service - a "first" for typographers. The parties also agreed to incorporate into the agreement a new health and safety clause dealing with the use of toxic chemicals and materials and to establish a joint committee empowered to conduct investigations and make recommendations on corrective safety measures. The ITU agreement finalized the 1977-78 round of negotiations between printing craftsmen and the CPI.

Basic Steel Industry Settlement. A pattern-setting settlement, affecting more than 17,000 steel industry workers in Ontario, Quebec and Alberta, was negotiated between various locals of the United Steelworkers of America (USWA) and Steel Company of Canada (Stelco). The Steelworkers were the second major bargaining group to go into negotiations after the anti-inflation controls were lifted and they were also one of the few unions which completed most of their three-year agreements in 1975 before the AIB regulations were introduced. Most of these contracts, including the ones at Stelco, were scheduled to expire July 31, 1978. In the past the union locals bargained separately and the first local to settle set a pattern for the others. At the outset of 1978 negotiations, the USWA passed a resolution calling for industry-wide bargaining on monetary issues and for local issues to be settled by each union local. The three largest union locals representing about 30,000 employees of Stelco in Hamilton, Algoma Steel Corporation in Sault Ste. Marie and Inco in Sudbury initially planned to set up a formal structure to co-ordinate their bargaining objectives for the first time. However, this plan was abandoned and the locals reverted to a company-wide, pattern-bargaining structure.

The bargaining proposals of the Stelco workers included a meaningful wage increase, cost-of-living and supplementary payment plan (SPP) improvements, indexed pensions and welfare benefits, retirement on full pension after 30 years of service regardless of age, a shorter work year with emphasis on increased paid vacation time, upgrading of the supplementary unemployment benefits (SUB) and full consultation on health and

safety matters. The settlement was reached in mediation and was ratified on July 31 by all but three of the 19 Stelco locals, encompassing 12,000 production and maintenance workers at Hilton Works in Hamilton and close to 3,000 mill employees at Stelco's fabricating plants in various Ontario and Quebec locations. At that time, two mills in Edmonton, Alberta were continuing to negotiate over local issues, whilst at the Contrecoeur, Quebec plant a rejection of the settlement, because of local hourly scheduling problems, led to a work stoppage.

The new three-year Stelco pact provided a general hourly pay increase of 20 cents in the first year and 10 cents in each of the other two years on top of cost-of-living adjustments. A job class increment of one cent per hour was also added during the third year. Effective in the first year of the contract, a cost-of-living allowance of 43 cents, generated up to the end of April 1978, plus an estimated 17-cent advance payment for the second quarter, were folded into the wage structure. In the subsequent two years COLA fold-ins will depend on future increases in the Consumer Price Index.

Other features of the contract consisted of improvements in the life and medical insurance program, pensions, SUB, technological change provisions and other benefits. The modification of the pension system included an immediate \$20 per month increase for current pensioners, with major revisions of other benefits and a provision for early retirement at full pension after 35 years of service regardless of age, beginning in August 1979. The parties also agreed to a major upgrading of health and safety provisions, involving recognition by the company of 200 union representatives for part-time health and safety duties in the Hilton Works (in addition to the present four union chairmen), and in-plant monitoring of new chemicals.

A contract proposal, patterned after the one accepted at Stelco, was simultaneously offered by the Algoma Steel Corporation to its 8,000 production and office employees at the Sault Ste. Marie and Wawa operations. The tentative settlement was rejected by the Sault plant unit largely because of workers' dissatisfaction with the proposed pension and paid vacation provisions, eventually resulting in a work stoppage.

Hospital Support Staff Settlements. In the early stages of the 1978 Ontario hospital negotiations, Local 210 of the Service Employees International Union (SEIU), acting on behalf of about 2,000 support staff at 15 Western Ontario hospitals, along with 14 London area units of SEIU Local 220 and 74 units with various locals of the Canadian Union of Public Employees (CUPE), proposed to bargain jointly on a province-wide basis. However, the proposal was rejected by hospital administrators from the Windsor and London areas because of a general feeling that there were too many local issues which could have been ignored in a master contract. The situation of SEIU Local 210 was additionally complicated by the fact that previous

contracts at 10 smaller hospitals in the area extending from Leamington to Southampton expired on March 31, 1978, whilst contracts at 5 hospitals in Windsor were due for renewal two months later. In the latter case, negotiations would be free of AIB controls. In consequence, Local 210 decided to negotiate separately with each of the hospitals involved.

The first hospitals to conclude the 1978 negotiations in Western Ontario were St. Joseph Religious Hospitaliers of Hotel Dieu in Windsor and the IODE Unit of the Windsor Western Hospital Centre. The settlements were reached in July through direct bargaining and with the assistance of a conciliator, respectively. They provided for almost identical improvements and covered a 22-month term ending March 31, 1980, to conform with the expected common expiry date of the majority of future hospital support staff contracts in the province. The negotiated terms included three general wage increases of \$30 per month each, with the first installment, amounting to 17 cents per hour or 3.3 per cent, payable during the initial 10 months. There were also some improvements in benefits similar to the standard provisions previously obtained by other hospital workers in Ontario, such as a higher shift premium, a new dental plan, an expanded bereavement leave and a shorter qualifying period for 5 weeks paid vacations. These two settlements may set the pattern for the remaining 3 hospitals in Windsor.

Also in July, two further renewal agreements, usually negotiated on an individual basis, were settled in Ottawa. Both were concluded in post conciliation bargaining and both were of 15-month duration due to expire March 31, 1979. At St. Vincent Hospital 425 non-medical workers, represented by the International Union of Operating Engineers, received a general wage increase of \$40 per month (an average of about 4 per cent) during the first year plus \$15 or about 1.5 per cent in the last three months of the contract. Other improvements included a higher shift premium and an additional paid holiday for a total of 11.

Similar terms were accepted by 225 paramedical employees represented by CUPE at Ottawa Civic Hospital. Their settlement provided for a first year general wage increase of 4 per cent and a further 1.5 per cent on starting rates in the first quarter of 1979, with maintenance of 1978 salary differentials. As in the other instances, the negotiated benefits included improvements in shift premiums and paid vacations, as well as a new dental plan.

Hotel Settlements. Three major settlements concluded in July affected almost 5,500 hotel and restaurant employees, representing about one-third of the total number of unionized hotel sector workers in Ontario covered by contracts due for renewal this year. The largest of the new settlements involved about 2,900 members of Local 299 of the Hotel and Restaurant Employees' and Bartenders' International Union (HREU) at eight hotels in Toronto. Four of the hotels had bargained jointly as part of a larger group two years ago, reaching agreement on a common expiry date (December 31, 1977) and a partial standardization of key contract provisions. In the recently concluded

negotiations, these four hotels were joined by four others for joint bargaining purposes. The four new members of the group previously negotiated individually, with their contracts expiring either in the last two months of 1977 or in April 1978.

The master settlement was reached at the conciliation stage and resulted in eight separate 3-year agreements with a common expiry date of December 31, 1980. It included general wage increases of 6 per cent in each of the three years for gratuity employees, and 6, 7, and 8 per cent in the first, second and third years, respectively, for non-gratuity employees. In addition, the settlement provided for further standardization of provisions such as reporting pay, paid holidays, paid vacations and bereavement leave at all 8 hotels. Present health and welfare benefits, now varying by hotel, were maintained through September 30, 1979. Following that date, the parties agreed to upgrade their insurance programs to the level existing at Hotel Toronto, with the total cost per employee not to exceed the Hotel Toronto's cost as of June 15, 1978. A uniform sick leave provision of 5 days' paid leave per year on a non-cumulative basis was also negotiated.

The second major hotel settlement was concluded between the Hotel Association of Metropolitan Toronto and HREU Local 280, representing 400 beverage room employees at 35 hotels. The terms of settlement were also accepted by approximately 70 non-members of the Association, employing a further 800 waiters and bartenders. The 12-month master agreement was reached with mediation assistance and provided a 5 per cent general wage increase, continuation of a triggered cost-of-living clause, a new paid sick leave provision of 3 days per year, and full payment by the employer of the new OHIP premiums.

The remaining July renewal agreement covered 350 members of the Railway Transport and General Workers Local 270, employed at the Chateau Laurier Hotel in Ottawa. The two-year contract provided non-gratuity employees with a two-stage first year general wage increase of 30 cents plus a further 7 per cent in the second year. The gratuity employees received pay increases of 20 cents and 25 cents per hour, respectively, in each of the two years. Other changes included an additional paid holiday, paid vacation improvements, and increased employer contributions towards health insurance premiums.

Earlier, in March, a similar contract offer was ratified by 400 members of HREU Local 442 at three hotels operated by Fox-head Inn Ltd. in Niagara Falls /see pp. 146-147 of the March 1978 issue of this report for details⁷. The recent settlements may also help to expedite an outstanding contract dispute between HREU Local 261 and seven major Ottawa hotels, which are attempting to conclude a master settlement to renew agreements previously negotiated separately.

Index to Settlements Reported, July 1978

Employer and Location	Union	Page
Abitibi Paper Co. Ltd. (Fort William, Iroquois Falls, Sault Ste. Marie and Smooth Rock Falls Divs. in Ont. and Beaupre Div. in Que.) and Abitibi Forest Products Ltd. (Sturgeon Falls and Thunder Bay Divs.)	Cdn. Paperworkers (CLC)	462
Associated Fur Industries, Toronto	Foodworkers (AFL-CIO/CLC)	497
Atomic Energy Research Co., Chalk River	CLC-Directly Chartered	484
Canadian Broadcasting Corp.	Cdn. Union of Public Employees (CUPE) (CLC) (office and professional empls.)	474
Canadian Broadcasting Corp.	CUPE (CLC) (production empls.)	475
Canadian Carborundum Co. Ltd., Niagara Falls	Steelworkers (AFL-CIO/CLC)	470
Canron Ltd., Burlington St. and Stuart St. Plants, Hamilton	Steelworkers (AFL-CIO/CLC)	467
Champion Road Machinery Ltd., Goderich	Machinists (AFL-CIO/CLC)	469
Chateau Laurier Hotel, Ottawa	Railway, Transport and General Workers (CLC)	485
Chelsey Park Nursing Homes Inc., Brampton	Service Employees (AFL-CIO/CLC)	483
Council of Printing Industries of Canada, Toronto	Typographical Union (AFL-CIO/CLC)	465
Courtaulds (Canada) Ltd. and Caravelle Carpets Ltd., Cornwall	Clothing and Textile Workers (AFL-CIO/CLC)	461
Come Mines Ltd., South Porcupine	Steelworkers (AFL-CIO/CLC) (mine, mill and plant empls.)	472
Colon Co. of Canada Ltd., Thorold	Cdn. Chemical Workers (Ind.)	471
Coberglas Canada Ltd., Textile and Chemical Plants, Guelph	Clothing and Textile Workers (AFL-CIO/CLC)	461
General Foods Ltd., Cobourg	Foodworkers (AFL-CIO/CLC)	456
Glendale Spinning Mills Ltd., Hamilton	Clothing & Textile Workers (AFL-CIO/CLC)	460
Government of Canada (Treasury Board)	Electrical Workers (IBEW) (AFL-CIO/CLC) (electronics group)	487
Government of Canada (Treasury Board)	Professional Institute of the Public Service of Canada (PIPS) (Ind.) (chemistry group)	496

Index to Settlements Reported, July 1978 (Cont'd)

Employer and Location	Union	Page
Government of Canada (Treasury Board)	PIPS (Ind.) (computer system administration group)	487
Government of Canada (Treasury Board)	PIPS (Ind.) (medicine group)	496
Government of Canada (Treasury Board)	Public Service Alliance of Canada (PSAC) (CLC) (education group)	488
Government of Canada (Treasury Board)	PSAC (CLC) (lightkeeper group, non-supervisory and supervisory)	490
Halton Board of Education	CUPE (CLC) (caretakers and maintenance empls.)	476
Hamilton Civic Hospitals	Ont. Nurses' Assn. (Ind.) (full-time and part-time empls.)	479
Hotel Assn. of Metropolitan Toronto	Hotel Employees (AFL-CIO/CLC)	485
Kimberly-Clark of Canada Ltd. (Pulp and Forest Products Div.), Terrace Bay	United Paperworkers (AFL-CIO/CLC) (mill empls.)	463
Kingston City Corp. (including Rideaucrest Home for the Aged)	CUPE (CLC) (inside empls.)	491
Kingston Spinners Ltd., Kingston	Clothing and Textile Workers (AFL-CIO/CLC)	460
Kraus Carpet Mills Ltd., Waterloo	Kraus Carpets Employees Assn. (Ind.)	462
Laurentian Hospital, Sudbury	Ont. Nurses' Assn. (Ind.)	480
Mansfield-Denman General Co. Ltd., Industrial Products Div., Welland	Rubber Workers (AFL-CIO/CLC)	458
Mattabi Mines Ltd., Ignace	Steelworkers (AFL-CIO/CLC) (mine and plant empls.)	473
Metropolitan Toronto House Wreckers' Assn.	Labourers (AFL-CIO/CLC) (wrecking labourers)	493
Metropolitan Toronto Road Builders' Assn.	Intl. Operating Engineers (AFL-CIO/CLC)	493
Metropolitan Toronto Sewer and Watermain Contractors Assn.	Intl. Operating Engineers (AFL-CIO/CLC)	494
Monarch Fine Foods Co. Ltd., Rexdale	Teamsters (Ind.)	457
National Capital Road Builders Assn.	Intl. Operating Engineers (AFL-CIO/CLC), Labourers (AFL-CIO/CLC) and Teamsters (Ind.)	494

Index to Settlements Reported, July 1978 (Cont'd)

Employer and Location	Union	Page
National Research Council of Canada	Employees' Assn. (Ind.) (clerical and regulatory group)	490
Norfolk Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	477
North Bay City Corp.	CUPE (CLC) (hourly-rated and salaried empls.)	499
North York Borough Corp.	Fire Fighters (AFL-CIO/CLC)	492
North York Borough Hydro Electric Commission	CUPE (CLC) (outside and inside empls.)	475
Ontario Government	Ont. Public Service Employees (Ind.) (institutional care and correctional services category)	491
Ottawa Civic Hospital	CUPE (CLC) (medical tech- nologists and technicians)	481
Port Weller Dry Docks Ltd. (A Div. of Upper Lakes Shipping Ltd.), St. Catharines	Boilermakers (AFL-CIO/CLC) and Electrical Workers (IBEW) (AFL-CIO/CLC)	470
Rubbermaid (Canada) Ltd., Mississauga	Auto Workers (CLC)	459
St. Joseph Religious Hospital- lers of Hotel Dieu, Windsor	Service Employees (AFL- CIO/CLC) (service unit)	482
St. Vincent Hospital, Ottawa	Intl. Operating Engineers (AFL-CIO/CLC) (non-medical empls.)	482
Scarborough Borough Board of Education	CUPE (CLC) (full-time opera- tions and maintenance empls.)	477
Scarborough Borough Board of Education	CUPE (CLC) (part-time operations and main- tenance empls.)	478
The Sheraton Centre Hotel, King Edward Hotel, Hotel Toronto, Lord Simcoe Hotel, Ramada Inn Downtown, Westbury Hotel, Delta Chelsea Inn and Inn on the Park, Toronto	Hotel Employees (AFL- CIO/CLC)	486
Steel Co. of Canada Ltd., (Hilton Works) Hamilton	Steelworkers (AFL-CIO/CLC) (plant empls.)	465

Index to Settlements Reported, July 1978 (Cont'd)

Employer and Location	Union	Page
Steel Co. of Canada Ltd. (various finishing mills) Hamilton, Brantford, Toronto and Gananoque Ont., and Montreal, Lachine and Contrecoeur, Que.	Steelworkers (AFL-CIO/CLC) (mill empls.)	469
Sterling Drug Ltd., Aurora	Oil, Chemical and Atomic Workers (AFL-CIO/CLC)	472
Stratford General Hospital Corp.	Ont. Nurses' Assn. (Ind.) (nurses, full and part-time)	498
Thunder Bay Construction Assn. Inc. (General Contractors' Div. and Cement Finishers' Div.)	Carpenters (AFL-CIO/CLC)	495
Toronto City Corp.	Fire Fighters (AFL-CIO/CLC)	492
United-Carr, Div. of TRW Canada, Ltd., Brantford	Employees' Assn. (Ind.)	468
Waterloo County Board of Education	Custodian and Maintenance Assn. (Ind.) (maintenance, services and plant operations)	478
Windsor Western Hospital Centre, Inc. (I.O.D.E. Unit)	Service Employees (AFL-CIO/CLC) (general unit)	483
York County Board of Education	CUPE (CLC) (office, clerical and technical empls.)	497

FOOD AND BEVERAGE

General Foods Ltd. at Cobourg - Local P-1230 Foodworkers (AFL-CIO/CLC) (plant employees): A 24-month renewal agreement effective from May 14, 1978 to May 17, 1980, covering 800 employees, settled at the mediation stage*. Duration of negotiations - 4 months.

*A brief work stoppage occurred in April, 1978 during the early stages of the negotiations.

Wages:	Effective	<u>May 14/78</u>	<u>May 13/79</u>
Parity Adjustment (see below)		35¢	
General Increases		40¢	45¢
Skilled Trades Adjustment		5¢-10¢	
Christmas Bonus Fold-in (see below)		15¢	
General Labourer		\$7.43 (\$6.53)	\$7.88
Mechanic "AA", Electrician 1		\$8.58 (\$7.58)	\$9.03

Parity Adjustment - Promised during the previous agreement in order to equalize rates with the Montreal plant, but subsequently disallowed due to Anti-Inflation Board restraints. Now being re-introduced.

Christmas Bonus - In lieu of traditional company policy of granting lump sum payments averaging \$300 per employee (according to level) at Christmas, 15¢ per hour will be incorporated into the rate structure.

Paid Vacation: Effective in 1978, 4 weeks after 10 (12) years. Also, 2 weeks after 1 year, 3 weeks after 5 years and 5 weeks after 20 years (all unchanged). Effective January 1, 1980, 6 weeks after 25 years (new).

Health and Welfare: Life Insurance and A.D. & D. - Cost shared coverage extended to \$30,000 (\$20,000). The employee pays \$4 (\$4.50) per month for Life Insurance and \$1.50 (\$1) per month for A.D. & D. The employer continues to pay the remaining premium cost.

Prescription Eyeglasses - \$75 per person in any 24-month period. (\$40 in any 12-month period.)

Dental Plan - Effective in the first year of the agreement, coverage will be based on the 1976 (1974) Ontario Dental Association fee schedule; effective the second year, the 1978 fee schedule.

Pension Plan: Basic Benefit - \$15 per month per year of service. Benefits are now "stacked". (Previously, benefits were based on a final average earnings plan and were integrated with the Canada Pension Plan.

Optional Post Retirement Spouse Benefit (new) - Employees electing this coverage will have earned pension benefits reduced by 10%.

Monarch Fine Foods Co. Ltd. at Rexdale - Local 647, Teamsters (Ind.): A 24-month renewal agreement effective from May 1, 1978 to April 30, 1980, covering 250 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 3 months.

Wages: Each employee on payroll at date of ratification receives a signing bonus of \$15 in lieu of retroactivity on shift and Saturday premiums.

Effective	May 1/78	May 1/79
Increases	10%, with a minimum of 65¢	9%, with a minimum of 60¢
Additional Adjustment	Sample Checker (new) receives 15¢ per hour above Floorgirl rate	
Packer	\$6.07-\$6.27 (\$5.42-\$5.62)	\$6.67-\$6.87
Maintenance Class A	\$8.82 (\$8.02)	\$9.61

Probationary period is 60 worked days. Maximum rates for Packer are reached after one 3-month and one 9-month increase.

Cost of Living Allowance: 1¢ per hour worked for each 0.5 point increase in the Consumer Price Index, where 1961 equals 100. To be adjusted quarterly and paid as an add-on. (Formula is unchanged.) Capped at 50¢ (25¢) during the life of the contract. As in the previous agreement, operation of the COLA formula is suspended due to attainment of the cap.

Shift Premium: Effective upon signing, 0-30¢-30¢ (0-25¢-25¢). Effective May 1, 1979, 0-35¢-35¢.

Saturday Premium: Effective upon signing, double time for all hours worked on Saturday after 4 PM. (Previously, time and one-half for all hours worked on Saturday.)

Paid Vacation: Effective May 1, 1978, 4 weeks after 10 (12) years' service and 5 weeks after 23 (25) years.

Paid Rest and Lunch Periods: Effective immediately for day shift employees in the Packaging Plant only, two 10 (15)-minute paid rest periods per shift, plus a 30-minute paid (unpaid) lunch period.

Health and Welfare: Dental Plan - Effective July 1, 1978, payments are based on the 1978 (1975) Ontario Dental Association fee schedule.

Pension Plan: Effective May 1, 1979, employer contribution to Plan costs is \$10.00 (\$6.50) per week per employee. Employee contribution is \$5.00 (\$3.50) per week.

Safety Footwear Allowance: \$55 (\$45) per year to employees, including Drivers, for safety rubber boots, safety boots and shoes. Unused allowance may not be banked. Allowance is prorated to May 1st.

RUBBER AND PLASTICS PRODUCTS

Mansfield-Denman General Company Limited, Industrial Products Division at Welland - Local 455, Rubber Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from June 1, 1978 to June 1, 1981, covering 470 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	June 1/78	June 1/79	June 1/80
General Increases		30¢	24¢	20¢
COLA Fold-in		23¢		
Inequity Adjustments		10¢ for Main-tenance Trades-men and Die Makers; 5¢ for Set-up and Mold Set-up	10¢ for Main-tenance Trades-men and Die Makers	
Janitor (after 1 month)		\$5.40 (\$4.87)	\$5.64	\$5.84
Journeyman Electrician		\$7.45 (\$6.82)	\$7.69	\$7.89

Pieceworkers: Retroactive to June 1, 1978, pieceworkers entirely on incentive throughout their shift may have the opportunity to earn up to an additional 33¢ per hour due to the extension of the 95 true unit hour limit to 100 true unit hours.

Cost of Living Allowance: 1¢ per hour for each .3 (.45) point rise in the Consumer Price Index, where 1971 (1961) equals 100. To be adjusted quarterly. No trigger. (In the previous contract there was a trigger of 3.5% over the base for calculation in each of the second and third contract years.)

Shift Premium: Effective June 1, 1978, 0-20¢-25¢ (0-15¢-20¢).

Paid Vacation: Effective in the 1978 vacation year, minimum vacation pay is \$160 (\$125) per week for an employee with one or more years' seniority who has worked a minimum of 3 months but has been unable to work the full vacation year due to sickness or injury.

Health and Welfare: Life Insurance and A.D. & D. - Effective July 17, 1978, \$11,500 (\$9,500) coverage.

Life Insurance for Future Retirees - Effective July 17, 1978, \$5,500 (\$4,500) coverage. Benefits also apply to employees under 65 who go on disability pension after July 17, 1978.

Weekly Indemnity - Effective July 17, 1978, maximum benefit increases to \$160 (\$125) per week. Maximum benefit will increase as the UIC benefit increases.

Extended Health Care Plan - Effective July 17, 1978, coverage improves to include eyeglasses. Maximum benefit is \$60 (\$40) every 2 years.

Dental Plan (new) - Effective August 7, 1978, employer pays 100% of cost of premiums for a plan equivalent to Blue Cross Dental Plan #7. Payments are based on the 1977 Ontario Dental Association fee schedule.

Effective October 1, 1978, the equivalent to Blue Cross Riders 1 and 2 is added.

Pension Plan: Basic Benefit - Effective June 1, 1978, \$10.25 (\$9.25) per month per year of service. Effective June 1, 1979, \$11.00. Effective June 1, 1980, \$11.75.

Type A Supplementary Benefit - Effective June 1, 1978, \$9.50 (\$8.00) per month per year of service. Effective June 1, 1979, \$9.25. Effective June 1, 1980, \$9.00.

Retiree Benefit - Effective June 1, 1978, present retiree benefits increase by \$1 per month per year of service.

Survivor Income Disability Benefit and Transition Survivor Income Benefit - Effective July 17, 1978, \$200 (\$175) per month, for a maximum of 24 months.

Spouse Option (new) - At an actuarial cost of 6/10ths of 1% per year, an employee may elect to cover his spouse through his pension.

Meal Allowance: Effective July 17, 1978, \$2.00 (\$1.50).

Supplementary Unemployment Benefit Plan: Effective July 17, 1978, the scale of required employer contributions to the Trust Fund is adjusted upwards.

Rubbermaid (Canada) Limited at Mississauga - Local 252, Auto Workers (CLC): A 24-month renewal agreement effective from July 1, 1978 to June 30, 1980, covering 250 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	July 1/78	July 1/79
	General	8%	7%
	Increases		
	Inequity Adjustment	12¢ for Mixer; 22¢ for Van Driver	
	Machine Op. Packer	\$5.31 (\$4.92)	\$5.68
	Maintenance Specialist	\$8.32 (\$7.70)	\$8.90

Shift Premium: Effective August 1, 1978, 0-20¢-20¢ (0-18¢-18¢).

Paid Vacation: Effective in the 1978 vacation year, 5 weeks (new) after 20 years' service.

Health and Welfare: Life Insurance and A.D. & D. - Effective August 1, 1978, \$8,500 (\$7,000) coverage.

Weekly Indemnity - Effective August 1, 1978, maximum benefit is \$160 (\$133) per week.

TEXTILE

Glendale Spinning Mills Limited at Hamilton - Local 1070, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement, effective from June 1, 1978 to May 31, 1980, covering 320 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	June 1/78	June 1/79
	General Increases	33¢	23¢
	A (includes Light Labour)	\$3.41 ((\$3.08))	\$3.64
	K (includes Electrician)	\$5.92 ((\$5.59))	\$6.15

Weekend Premium (new): If plant goes to 7 day operation, 60¢ per hour premium for Saturday and Sunday work.

Health and Welfare: Weekly Indemnity Plan - Benefits are 66 2/3 of weekly earnings to UIC maximum payable on a 1-1-10-15 (1-1-15-15) basis.

Kingston Spinners Limited at Kingston - Local 1881, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from Aug. 5, 1978 to Aug. 4, 1980 covering 300 employees, settled at the bargaining stage. Duration of negotiations - 1 week.

Wages:	Effective	Aug. 5/78	Aug. 5/79
	General Increases	8%	5%
	COLA Fold-in	12¢	
	Maintenance Labour	\$4.63 ((\$4.17))	\$4.86
	4th Class Engineer	\$5.67 ((\$5.13))	\$5.95

Cost of Living Allowance: Discontinued in first year. Effective August 1979, 1¢ per hour per 1.0 increase in the Consumer Price Index (1961 = 100) after a 5% increase above the August 1979 base to a maximum of 15¢ per hour.

Shift Premium: 0-12¢-17¢ (0-10¢-15¢).

Paid Vacation: Effective August 5, 1979, vacation pay of 7% (6%) after 8 years. The additional 1% is to be paid prior to Christmas.

Health and Welfare: Drug Plan - Drug plan with 35¢ deductible on each prescription. (Previously deductible of \$25/\$50 annually.)

Pension Plan: Effective August 1979 new pension plan for employees with 5 years of service will be instituted with details not yet determined.

Training Allowance: 50¢ (25¢) per hour.

Meal Allowance: \$2 (\$1) for overtime without advance notice.

Safety Shoe Allowances: \$24 (\$12) per year.

Courtaulds (Canada) Ltd. and Caravelle Carpets Ltd., at Cornwall - Local 779,
Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1978 to April 30, 1980, covering 600 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Apr. 30/78</u>	<u>Apr. 29/79</u>
	General Increases	38¢	38¢
	Tradesman Adjustment	5¢	
	Yard Labourer	\$5.21 (\$4.83)	\$5.59
	Utility Operator (days)	\$5.28 (\$4.90)	\$5.66
	Electrician (days)	\$6.88 (\$6.45)	\$7.26
Shift Premium:	Effective May 1, 1979, 0-13¢-19¢ (0-12¢-18¢).		
Health and Welfare:	<u>Life Insurance</u> - Effective May 1, 1979, \$4,500 (\$3,500) coverage for employees with over 3 months but less than 3 years' service and \$7,000 (\$6,000) for employees with more than 3 years' service.		
Retirement and Disability Pension:	Unit benefit will be \$4.75 (\$4.50) per year of service.		
Bereavement Leave:	1 day's paid leave in the event of death of brother-in-law or sister-in-law (new).		

Fiberglas Canada Limited, Textile and Chemical Plants at Guelph - Locals 1305 and 1929, Amalgamated Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from June 1, 1978 to May 31, 1980, covering 375 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>June 1/78</u>	<u>July 1/79</u>
	General Increases	59¢	7%
	General Labourer	\$6.64 (\$6.05)	\$7.10
	Electrician	\$8.09 (\$7.50)	\$8.66
Shift Premium:	0-19¢-32¢ (0-15¢-30¢) and 32¢ (30¢) for continuous shift employees working from 7:00 p.m. to 7:00 a.m.		
Emergency Call-In:	Minimum is 4 (3) hours' pay at straight time.		
Bereavement Leave:	Grandparent is added for up to 1 day's paid leave.		
Health and Welfare:	<u>Weekly Indemnity</u> - Benefits increase to a minimum of \$175 and a maximum of \$230. (Previously, \$160 to a maximum of \$200.)		

Long Term Disability - \$225 (\$200) per month plus \$25 (\$20) per month per year of service.

Dental Plan (new) - Effective December 1, 1978, employer pays 100% of cost of premiums for a plan with 80%/20% co-insurance and a deductible of \$25/\$50. Qualification period is 1 year of service.

Safety Shoe Allowance: Effective January 1, 1979, \$25 (\$20) per pair towards the cost of 2 pairs per year.

Kraus Carpet Mills Limited at Waterloo - Kraus Carpets Employees Association (Ind.):

A 24-month renewal agreement effective from July 1, 1978 to June 30, 1980, covering 250 employees settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	July 1/78	July 1/79
	General Increases	30¢	35¢
	Creel Hand	\$4.10 (\$3.80)	\$4.45
	Mechanic	\$6.75 (\$6.45)	\$7.10

Health and Welfare: Weekly Indemnity Plan - Benefits increase to 66 2/3% of earnings to a maximum of \$160 (\$133) per week.

PAPER AND ALLIED

Abitibi Paper Company Ltd. (Fort William, Iroquois Falls, Sault Ste. Marie and Smooth Rock Falls Divisions in Ontario and Beauport Division in Quebec) and Abitibi Forest Products Ltd. (Sturgeon Falls and Thunder Bay Divisions) - Various Locals of the Canadian Paperworkers' Union (CLC): 24-month renewal agreements effective from May 1, 1978 to April 30, 1980, covering 4,000 Abitibi Paper Company employees and 1,025 Abitibi Forest Products employees, settled at the mediation stage. Duration of negotiations - 7 months.

Wages:	Effective	May 1/78	July 1/78	May 1/79
	General Increases	47¢		43¢
	COLA Fold-in		24¢*	
	Yard Labourer	\$7.22 (\$6.75)	\$7.46	\$7.89
	Tradesman Class A	\$9.42 (\$8.95)	\$9.66	\$10.09

*Generated under the 1973-75 agreement.

Shift Premium: Effective May 1, 1978, 0-18¢-23¢ (0-15¢-20¢); effective May 1, 1979, 0-20¢-25¢.

Paid Vacation: Effective January 1, 1979, 4 weeks after 12 (15) years and 5 weeks after 22 (25) years. Also 2 weeks after 1 year, 3 weeks after 5 years and 6 weeks after 27 years (unchanged).

Health and Welfare: Group Life Insurance - Effective May 1, 1978, \$25,000 (\$19,500) at a cost to employee of 30¢ per \$1,000 or \$7.50 per month.

OHIP - Effective May 1, 1978, employer pays \$19 (\$11.50) per month for single employees and \$38 (\$24) per month for married employees.

Extended Health Care Plan (new) - Effective August 1, 1978, plan provides semi-private coverage and prescription drug plan with deductibles of \$10 for single and \$20 for married employees and employer paying current premiums of \$1.35 per month for single coverage and \$4.65 per month for family coverage.

Dental Plan (new) - Effective August 1, 1978, based on Ontario Dental Association schedule of fees with employer paying 100% of present premiums of \$5.32 per month for single coverage and \$19.13 per month for family coverage. A dental plan will also be instituted at Beaufort where excess employer contributions will revert to employees.

Pension Plan: Retirement Income Plan - Effective May 2, 1978, bridging supplement of \$9 (\$7) per month times years of service to a maximum of 30 years, for an employee 62 years of age with at least 20 years of service. Effective May 2, 1979, at 61 years of age.

Effective May 2, 1978, increase of 25% in pension credit during the period January 1, 1973 to December 31, 1977 and increase of 6% in pension credit accrued as at December 31, 1977.

Bereavement Leave: When distance prevents an employee from attending a funeral, one day of paid leave will be allowed within a 6 day period beginning with the date of death (new).

Kimberly-Clark of Canada Ltd. (Pulp and Forest Products Division) at Terrace Bay - Local 665, United Paperworkers (AFL-CIO/CLC) (mill employees):
A 24-month renewal agreement effective from May 1, 1978 to April 30, 1980, covering 645 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

Wages:	<u>Effective</u>	<u>May 1/78</u>	<u>May 1/79</u>
	COLA Fold-in	24¢	
	General Increases	56¢	5% or 43¢, whichever is greater
	Trades Adjustment	15¢	
	Labourer	\$7.46 (\$6.66)	\$7.89
	<u>Trades Rate</u> <u>5 or 7 Day Schedules</u>		
	Tradesman	\$9.93 (\$8.98)	\$10.43

	<u>May 1/78</u>	<u>May 1/79</u>
Head Tradesman	\$10.19 (\$9.24)	\$10.70
<u>Trades Rate</u> <u>Tour Schedule</u>		
Tradesman*	\$10.22 (\$9.27)	\$10.73

*Tradesmen working the "tour schedule" are expected to perform added duties such as minor pipe or mechanical repairs. In addition to this schedule, the previous agreement provided for a "shift schedule" for tradesmen not expected to perform added duties. That schedule, which paid \$9.05, has now been eliminated. Tour and shift rates reported here do not include the applicable shift differentials.

ost of Living
allowance: Formula has been deleted.

aid Holidays: Effective January 1, 1980, 1 floating holiday added for a total of 13.

aid Vacation: Effective January 1, 1979, 4 weeks 12 (13) years and 5 weeks after 22 (25) years. Also 2 weeks after 1 year, 3 weeks after 5 years, and 6 weeks after 27 years (all unchanged). In addition, supplementary vacation periods for employees 60 to 64 years of age with 25 years of service remain in effect.

Health and
elfare: Life Insurance - Effective following ratification, employee's shared premium cost per thousand dollars of insurance is reduced to 36¢ (42¢). Effective May 1, 1979, double indemnity coverage for accidental death. (Previously, single indemnity.) Single indemnity coverage, which is equal to twice annual earnings, is retained for death by all other causes.

Weekly Indemnity - New benefit levels negotiated or resulting from new wage rate increases will now apply to existing participants. (Previously, participants continued to receive level of benefits applicable at time of claim.) Also, benefit period for employees with less than 1 year of service will be equal to length of service. (Previously, up to 52 weeks.)

Long Term Disability - Effective May 1, 1979, monthly benefits to equal 55% (50%) of basic earnings to a maximum of \$800. (Maximum unchanged).

Dental Plan - Coverage to be based on the 1976 (1974) Ontario Dental Association fee schedule. Eligibility for coverage for new employees begins after 6 months from date of hire or 130 working days. (Previously, coverage began within 1 to 47 calendar days depending on time of month hired.)

ension Plan: Early Retirement Without Actuarial Reduction - Effective January 1, 1979, 30 years of service and age 60 (62).

Retention of Earned Credits - Credits are maintained after one year of service (previously 10 years' service and minimum age 45).

al Allowance: \$3 (\$2.50).

fety Shoes
allowance: Effective date of ratification, \$6 (\$4) per pair and effective January 1, 1979, \$8. Maximum of 2 pairs per year.

Bereavement Leave: Death of a son-in-law, daughter-in-law, stepson or stepdaughter now included for 3 days' paid leave.

PRINTING, PUBLISHING AND ALLIED

Council of Printing Industries of Canada at Toronto - Local 91, Typographical Union (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1978, to April 30, 1980, covering 540 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	<u>May 1/78</u>	<u>May 1/79</u>
	General Increases	60¢	60¢
	Journeyman	\$9.66	\$10.26
	Compositor	(\$9.06)	
Night Shift Differential:	Effective May 1, 1978, 60¢ (55¢) per hour; effective May 1, 1979, 68¢ per hour. Differential for apprentices remains at 15% over day rate to maximum of above amounts.		
Paid Vacation:	Effective July 1, 1978, 4 weeks after 12 (13) years. Also 2 weeks after 1 year and 3 weeks after 2 years (unchanged). Effective July 1, 1979, 5 weeks after 25 years (new).		
Health and Welfare:	<u>Employer Contribution to Welfare Plan</u> - Effective August 1, 1978, \$6.01 (\$5.46) per week.		
	OHIP - Effective May 1, 1979, employer contributes \$19 (\$16) per month for employee with dependents and \$9.50 (\$8) for employee without dependents.		
	<u>Dental Plan (new)</u> - Effective May 1, 1979 with employer paying \$2.96 per month for single employee and \$8.84 per month for employee with dependents.		
Pension Plan:	Employer contributes \$2.50 (\$2.25) per shift per employee into the private plan.		
Crown Witness Leave (new):	Employer pays the difference between court fees received and regular earnings.		
Health and Safety Committee (new):	Joint committee to be established.		

PRIMARY METAL

Steel Company of Canada Ltd. (Hilton Works) at Hamilton - Local 1005, Steelworkers (AFL-CIO/CLC) (plant employees): A 36-month renewal agreement effective from August 1, 1978 to July 31, 1981, covering 12,000 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Aug. 1/78</u>	<u>Aug. 1/79</u>	<u>Aug. 1/80</u>
	COLA Fold-in	60¢*	As derived from formula	As derived from formula

	<u>Aug. 1/78</u>	<u>Aug. 1/79</u>	<u>Aug. 1/80</u>
General Increases	20¢	10¢	10¢
Job Class Increment			13.7¢ (12.7¢)
Janitor (Job Class 1)	\$6.81 (\$6.01)	\$6.91	\$7.01
Tradesman (Job Class 16)	\$8.715 (\$7.915)	\$8.815	\$9.065
Senior Rolling Mill Operator (Job Class 28)	\$10.239 (\$9.439)	\$10.339	\$10.709

*Consists of 43¢ generated from the previous agreement for the period ending April 1978 and 17¢ advance COLA payment estimated for the period May-July 1978. Should the estimate later prove to have been high or low, offsetting adjustments will be made to the COLA payment in the next quarter.

Previous rates, shown in brackets, include a COLA fold-in of 36¢ on August 1, 1977.

New rates shown for August 1, 1979 and August 1, 1980 do not reflect scheduled COLA fold-ins for those dates as the amounts are not yet determined.

Cost of Living Allowance: Quarterly adjustments of 1¢ per hour for each 0.3 increase in the Consumer Price Index, using 1971=100, beginning with the period August-October 1978 and continuing through to May 1981, folded in on August 1, 1979 and August 1, 1980 (formula unchanged).

Supplementary Payment Plan: The 1974 interim adjustment ranging from 15¢ to \$1.06, according to Job Class, is extended without change.

Health and Welfare: OHIP - Employer contribution increased to pay for recent premium increases.

Life Insurance - \$16,000 (\$13,000).

Life Insurance for Retirees - \$3,500 (\$3,000).

Total & Permanent Disability Insurance - \$3,000 payable in lump sum or installments and \$13,000 continued as life insurance (previously, \$3,000 and \$10,000).

Weekly Indemnity - Benefits will equal U.I.C. maximum in effect as of January 1 of each year beginning in 1979. (The plan presently pays \$170 per week.)

Extended Health Benefits - \$10,000 (\$5,000) maximum.

Optical Expense - \$50 (\$25) for prescription eyeglasses once every 2 years for employee and each dependant.

Dental Care - Coverage to be based on the 1978 (1975) Ontario Dental Association fee schedule.

Psychologist Services - \$300 (\$200) maximum per year.

Pension Plan: Basic Benefit - Effective August 1, 1979, \$12 (\$10) per month per year of service to a maximum of 40 years.

Supplementary Benefit - Effective August 1, 1979, \$11 (\$9) per month per year of service to a maximum of 30 years.

Maximum Benefit - Effective August 1, 1979, \$810 (\$670) per month for 40 years of service. With 30 years of service at age 58, \$690 (\$570).

Current Pensions - Increased by \$20 per month for employees who retired prior to August 1, 1978 or who choose to retire between August 1, 1978 and July 31, 1979.

Early Retirement - Effective August 1, 1979, no actuarial reduction in benefits for employees retiring with 35 years of service regardless of age. Benefit will be \$750 per month with 35 years of service. Previous provision for retirement without reduction at age 58 and 30 years of service or age 62 and 10 years of service remains in effect.

Supplementary Unemployment Benefit Plan: Effective January 1, 1979, \$45 (\$40) per week; effective January 1, 1980, \$50 and effective January 1, 1981, \$55.

Meal Allowance: \$3 (\$2).

Metric Tool Allowance (new): The employer will subsidize the remaining cost of metric tools it requires an employee to purchase, less government subsidy.

Technological Change/Maintenance of Earnings: Minimum benefit period increased to 13 (10) pay periods. The clause continues to provide eligible employees, who have been permanently displaced from a job due to technological change an opportunity to "bump" into a job with the highest rate of pay to which he is entitled and qualified and to have his rate of pay maintained at his former level during the benefit period should it be higher than the rate of the new job.

Canron Limited, Burlington Street and Stuart Street Plants at Hamilton - Locals 2940 and 4213, Steelworkers (AFL-CIO/CLC): Two 24-month renewal agreements effective from May 1, 1978 to April 30, 1980, covering 320 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>May 1/78</u>	<u>May 1/79</u>
	General Increases	25¢	21¢
	Job Class Increment Increases	1¢	1¢
	Labourer (Class 2)	\$6.21 (\$5.95)	\$6.43
	Electrician (Class 16)	\$8.03 (\$7.63)	\$8.39

Previous rates resulted from renegotiations after a rollback by the Anti-Inflation Board.

Cost of Living Allowance: The previous COLA did not generate an allowance. 1¢ per hour for each .3 increase in the Consumer Price Index, where 1971 equals 100, using April 1978 as the base Index month. No trigger. (Previously, 6%). To be adjusted quarterly. (Basic formula is unchanged.)

Pension Plan: Special Early Retirement (new) - Employer pays 100% of cost of plan for employees retiring after age 55 due to plant closure or mental or physical disability. Benefits are \$200 per month until Canada Pension Plan becomes payable.

Meal Allowance: \$2.75 (\$2.50) after 3 hours of overtime.

Safety Boot Allowance: \$25 per pair, to a maximum of \$50 per year. (Previously, \$18 for the first pair and \$14 for the second pair, with a maximum of 2 pair per year.)

Safety Prescription Glasses: \$35 per pair. (Previously, \$18 per pair, or \$21 per pair for bi-focals.)

METAL FABRICATING

United-Carr, Division of TRW Canada, Limited at Brantford - Employees' Association (Ind.): A 24-month renewal agreement effective from June 29, 1978 to June 28, 1980, covering 375 employees, settled at the bargaining stage. Duration of negotiations - 2½ months.

Wages:	Effective	<u>June 29/78</u>	<u>June 29/79</u>
	General	64¢	7%
	Increases		
	COLA Fold-in	9¢	
	Class I (Assembly Operator)	\$3.97-\$4.72 (\$3.24-\$3.99)	\$4.25-\$5.05
	Class X (Tool & Die Maker)	\$7.30-\$7.71 (\$6.57-\$6.98)	\$7.81-\$8.25

Probationary period is 30 working days. Maximum rates for Assembly Operator are reached after increases at 30, 120 and 240 working days. Maximum rates for Tool & Die Maker are reached after increases at 90 and 240 working days.

Cost of Living Allowance: 1% for each 1% rise in the Consumer Price Index, where 1971 equals 100. Triggered at 5% in the first year and 4% in the second year. To be adjusted quarterly and treated as an add-on. Uncapped. (Previously, 1¢ per hour for each 0.5% rise in the CPI, where 1971 equals 100 and the base Index month was April 1977. Triggered at 6%. To be adjusted quarterly.)

Shift Premium: Effective June 29, 1978, 0-22¢-22¢ (0-20¢-20¢).

Call-back Pay: Effective June 29, 1978, minimum of 4 (3) hours' pay at time and one-half.

Paid Holidays: Effective in the first contract year, 1 floating day is added for a total of 11 (10) days. Effective in the second contract year, a second floating day is added, for a total of 12 days.

Health and Welfare: Life Insurance - Effective June 29, 1978, \$4,000 (\$2,000) coverage.

Weekly Indemnity - Effective June 29, 1978, benefit is 55% of weekly earnings. (Previously, \$55 for employees in Classification I and \$65 for employees in all other classifications.)

OHIP - Effective June 29, 1978, employer pays 100% of the cost of maintaining OHIP coverage for the month following the month in which an employee is laid off (new).

Drug Plan - Effective June 29, 1978, employer pays 70% (50%) of cost of premiums. Effective June 29, 1979, employer pays 80% of cost of premiums.

Pension Plan (new): Introduction of a pension plan will be discussed, with implementation January 1, 1980.

Steel Company of Canada Ltd. (various finishing mills) at Brantford, Gananoque, Hamilton and Toronto, Ont., and Contrecoeur, Lachine, and Montreal Que. - Various Locals, Steelworkers (AFL-CIO/CLC) (mill employees): Thirteen 36-month renewal agreements effective from August 1, 1978 to July 31, 1981, covering a total of 2,765 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Two mills in Edmonton, Alta. may conclude agreements in August. One mill in Contrecoeur, Que. is presently involved in a work stoppage.

Compensatory changes, including cost of living allowance, rate increases and benefit improvements are similar to those reported in this issue for Local 1005 (Hilton Works) at Hamilton. The wage structure, with 22 Job Classes, remains 3½¢ below the wage structure for the Hilton Works agreement.

MACHINERY

Champion Road Machinery Ltd. at Goderich - Local 1863, Machinists (AFL-CIO/CLC) (production employees): A 12-month renewal agreement effective from August 15, 1978 to August 14, 1979, covering 750 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	Aug. 15/78	Feb. 15/79
	General Increases	6%	3%
	COLA Fold-in	14¢	
	Minimum Starting Rate	\$5.51 (\$5.07)	\$5.67
	Sweeper	\$7.54 (\$6.98)	\$7.77
	Machinist 1	\$9.10 (\$8.45)	\$9.37
	Electronic Technician	\$9.33 (\$8.67)	\$9.61

Cost of Living Allowance: Quarterly adjustments of 1¢ for each .36 rise in the Consumer Price Index above a 6% increase over the June 1978 CPI. (Previous formula was similar except calculations were monthly.)

TRANSPORTATION EQUIPMENT

Port Weller Dry Docks Ltd. (A Division of Upper Lakes Shipping Ltd.) at St. Catharines - Local 680, Boilermakers (AFL-CIO/CLC) and Local 303 Electrical Workers (IBEW) (AFL-CIO/CLC) (production employees):
A 24-month renewal agreement effective from May 28, 1978 to May 31, 1980, covering 550 employees, settled at the bargaining stage.
Duration of negotiations - 4 months.

Wages:	Effective	<u>May 28/78</u>	<u>May 27/79</u>
	General Increases	6% + 25¢	7%
	Labourer	\$5.55 (\$5.05)	\$5.94
	Machinist 1	\$7.41 (\$6.80)	\$7.93

Paid Holidays: First Monday in August added for a total of 12.

Health and Welfare: Life Insurance - \$8,000 (\$4,500) coverage for active employees.

Life Insurance for Future Retirees (new) - \$1,000 paid up coverage for employees retiring on or after May 28, 1978.

Weekly Indemnity - \$90 (\$70) per week on a 1-8-26 basis.

Pension Plan: Employer Contribution - Effective May 28, 1978, 18.7¢ (12.7¢) per hour worked; effective May 27, 1979, 20.7¢.

Safety Shoe Allowance: \$15 (\$10) twice yearly.

NON-METALLIC MINERAL PRODUCTS

Canadian Carborundum Company, Limited at Niagara Falls - Local 4151, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from April 26, 1978 to April 25, 1980, covering 275 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Apr. 26/78</u>	<u>Apr. 23/79</u>
	General Increases	57¢	52¢
	Job Class Increment Increase	½¢	½¢
	Job Class 4 (includes General Labour)	\$5.905 (\$5.320)	\$6.440
	Job Class 22 (18) (includes Electrician)	\$7.345 (\$6.370)	\$7.970

Previous rates reflect a rollback by the Anti-Inflation Board.

Shift Premium: 0-22¢-24¢ (0-20¢-22¢). Effective April 23, 1979, 0-24¢-26¢.

Continuous Shift Premium: 26¢ (24¢) per hour. Effective April 23, 1979, 0-28¢-28¢.

Paid Vacation: Effective April 26, 1979, 3 weeks after 5 (6) years' service.

Health and Welfare: Weekly Indemnity Plan - Benefits increase to \$140 (\$120) per week. Effective April 26, 1979, \$150 per week.

Pension Plan: Effective January 1, 1978, \$11.00 (\$7.00) per month per year of service.

Safety Shoe Allowance: \$30 (\$21) toward the cost of 1 pair per year.

Exolon Company of Canada Limited at Thorold - Local 36, Canadian Chemical Workers* (Ind.): A 24-month first agreement effective from May 1, 1978 to April 30, 1980, covering 220 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 3 months.

*In March 1978, the Canadian Chemical Workers Union replaced the International Chemical Workers as bargaining agent.

Wages:	Effective	<u>May 1/78</u>	<u>May 1/79</u>
	Increases	60¢	32-50¢
	Additional Adjustments	3¢ to offset reduction in gross pay caused by reducing hours of work	
	General Labour	\$6.46 (\$5.83)	\$6.78
	Large Tilt Operator	\$7.07 (\$6.44)	\$7.57

Saturday Premium: 60¢ per hour (new).

Sunday Premium: 70¢ (60¢) per hour.

Hours of Work: 40 (42) hours per week.

Paid Vacation: Effective May 1, 1979, 4 weeks after 13 (15) years.

Health and Welfare: Life Insurance and A D & D - \$8,000 (\$7,000). Effective May 1, 1979, \$9,000.

Long-Term Disability Plan - Employer pays 100% of cost of premiums of revised plan which provide benefits of 60% of earnings to age 65.

Dental Plan - Employer pays 75% of cost of premiums of new basic dental plan.

Safety Shoe Allowance: \$35 (\$25) per year.

CHEMICAL AND CHEMICAL PRODUCTS

Sterling Drug Ltd. at Aurora - Local 9-435, Oil, Chemical and Atomic Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 6, 1978 to May 5, 1980, covering 242 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>May 6/78</u>	<u>Nov. 6/78</u>	<u>May 6/79</u>
General Increases		7%	2%	7%
Classification Adjustment	20¢ for Machinist and Maintenance Mechanic; 5¢ for Line Mechanic; 10¢ for Group Leader			
Operator		\$4.53-\$5.01 (\$4.23-\$4.68)	\$4.62-\$5.11	\$4.94-\$5.47
Machinist		\$7.22-\$7.68 (\$6.56-\$6.99)	\$7.36-\$7.83	\$7.88-\$8.38

Previous rates reflect a rollback by the Anti-Inflation Board.

Probationary period is 65 days worked. Maximum rates are reached after three 3-month increases.

Shift Premium: Effective May 6, 1978, 0-20¢-20¢ (0-16¢-16¢).

Health and Welfare: Life Insurance - Effective August 1, 1978, \$10,000 coverage for employees earning up to \$6 per hour and \$12,000 coverage for employees earning \$6.01 per hour and over. (Previously, \$7,000 coverage, regardless of hourly rate.)

A.D. & D. - Effective August 1, 1978, \$10,000 (\$7,000) coverage.

Semi-Private Hospitalization Plan - Effective August 1, 1978, employer pays 100% (85%) of cost of premiums.

Permanent and Total Disability Plan (new) - Effective July 12, 1978, employer pays 100% of plan cost, with benefits equalling \$9 per month per full year of continuous service. Payments commence upon termination of Weekly Indemnity benefits. Minimum service requirement for participants in the Plan is 10 years' service.

Extended Health Care Plan - Effective January 1, 1979, dental coverage is added to Plan. Employee contribution to premium cost of 13¢ per month for single coverage and 38¢ per month for family coverage equals approximately 15% of increased premium costs. (Prior to the addition of dental coverage, employer paid 100% of premium costs.)

MINES

Dome Mines Limited at South Porcupine - Local 7580, Steelworkers (AFL-CIO/CLC) (mine, mill and plant employees): A 12-month renewal agreement effective from April 19, 1978 to April 18, 1979, covering 455 employees, settled with mediation assistance. Duration of negotiations - 3½ months.

Wages: In lieu of retroactivity, \$150 in settlement pay is granted to each employee actively employed from April 17, 1978 to July 4, 1978. Prorated where necessary.

Effective	<u>Apr. 19/78</u>
General Increase	40¢
Job Class 1 (includes Labourer)	\$5.52 (\$5.12)
Job Class 14 (15) (includes Motor Mechanic Cl. A)	\$6.58 (\$6.28)

Shift Premium: Effective the first pay period following ratification, 0-15¢-20¢ (0-12¢-16¢).

Paid Vacation: Effective date of ratification and retroactive for employees reaching their 7th or 17th anniversary years in 1978, 3 weeks after 7 (8) years' service and 4 weeks after 17 (18) years.

Bereavement Leave: Up to 3 days' paid leave to attend the funeral of a mother-in-law, father-in-law or grandparent. (Previously, 1, 2 or 3 days' paid leave, depending upon location of funeral.)

Pension Plan: Basic Benefit - Effective July 1, 1978, \$4.50 (\$3.00) per month per year of future service.

Mattabi Mines Limited at Ignace - Local 7879, Steelworkers (AFL-CIO/CLC) (mine and plant employees): A 26½-month renewal agreement effective from May 16, 1978 to July 28, 1980, covering 212 employees, settled at post conciliation bargaining stage. Duration of negotiations - 4½ months.

Wages:	Effective	<u>May 16/78</u>	<u>Aug. 1/78</u>	<u>May 16/79</u>
General Increases		40¢	10¢	40¢
COLA Fold-in				See "Cost of Living Allowance" below
Job Increment Adjustment		2¢-14¢		
Skilled Trades Adjustment		6¢ for Journeyman tickets		
Labourer		\$6.20 (\$5.78)	\$6.30	\$6.70
Tradesman I		\$8.16 (\$7.56)	\$8.26	\$8.66

Cost of Living Allowance: 1¢ per hour for each .3 point rise in the Consumer Price Index, where 1971 equals 100. Triggered at 3% and capped at 7¢ per semi-annual adjustment. Monies generated by the provision will be folded into wage rates on May 16, 1979. (Previously, 1¢ for each 1% rise in the Consumer Price Index over 8% by which the April 1977 Index exceeded the April 1976 Index. No monies were generated as provision was inoperative.)

Shift Premium: Effective August 1, 1978, 0-18¢-28¢ (0-15¢-25¢).

Call-back Pay: Effective August 1, 1978, time and one-half (straight time) for hours worked, with a guarantee (unchanged) of 4 hours' pay at straight time.

Overtime Pay: Effective August 1, 1978, double time (time and one-half) for hours worked in excess of 16 consecutive hours.

Paid Vacation: Effective August 1, 1978, 15 working days after 4 (5) years' service. Effective May 16, 1979, 14 working days after 3 (4) years' service.

Supplementary Vacation Allowance: Effective August 1, 1978, \$8 (\$7) per workday of vacation. Effective May 16, 1979, \$9.

Bereavement Leave: Effective August 1, 1978, 5 (3) paid days upon the death of a member of the immediate family.

Health and Welfare: Life Insurance and A.D. & D. - Effective August 1, 1978, \$11,000 (\$10,000) coverage. Effective May 16, 1979, \$11,500.

Weekly Indemnity - Effective May 16, 1979, employer pays 70% (60%) of cost of premiums for a plan providing benefits of \$160 (\$150) per week.

Dental Plan - Effective August 1, 1978, payments are based on the 1978 (1976) Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - Effective January 1, 1979, \$5 (\$4) per month per year of service.

Safety Clothing and Equipment Allowance: Effective August 1, 1978, \$45 (\$35) per year. Effective May 16, 1979, \$55.

COMMUNICATION

Canadian Broadcasting Corporation, Canada-wide - Canadian Union of Public Employees (CLC) (office and professional employees): A 24-month renewal agreement effective from July 4, 1977 to July 2, 1979, covering 2,750 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 15 months.

Vages:	Effective	July 4/77	July 3/78
General Increases		9%	6%
<u>Annual Rates</u>			
Clerk (Group 2)		\$8,320-\$8,935 (\$7,633-\$8,197)	\$8,819-\$9,471
Research Assistant- Information (Group 7)		\$14,574-\$18,158 \$13,371-\$16,659	\$15,449-\$19,248
Announcer (Group 9)		\$19,448-\$24,595 (\$17,842-\$22,564)	\$20,615-\$26,070

Paid Vacation: Effective July 20, 1978, 4 weeks after 10 (12) years and 5 weeks after 22 (25) years. Also 3 weeks after 1 year (unchanged).

Canadian Broadcasting Corporation, Canada-wide - Canadian Union of Public Employees (CLC) (production employees): A 24-month renewal agreement effective from July 4, 1977 to July 2, 1979, covering 1,220 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 15 months.

Wages:	Effective	<u>July 4/77</u>	<u>July 3/78</u>
	General Increases	9%	6%
	<u>Annual Rates</u>		
	Shop Helper (Group 1)	\$9,360-\$10,903 (\$8,587-\$10,003)	\$9,921-\$11,557
	Stat Camera Operator (Group 4)	\$12,851-\$15,197 (\$11,790-\$13,942)	\$13,622-\$16,109
	Film Editor-in- Charge (Group 7)	\$15,598-\$20,366 (\$14,310-\$18,684)	\$16,534-\$21,588

Paid Vacation: Effective July 20, 1978, 4 weeks after 10 (12) years and 5 weeks after 22 (25) years. Also 3 weeks after 1 year (unchanged).

Classification Joint committee to be established.
Evaluation:

ELECTRIC POWER, GAS AND WATER UTILITIES

North York Borough Hydro Electric Commission - Local 11, Canadian Union of Public Employees (CLC) (outside and inside employees): Two 24-month renewal agreements effective from April 1, 1978 to March 31, 1980, covering 245 outside employees and 80 office employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Apr. 1/78</u>	<u>Jan. 1/79</u>	<u>Apr. 1/79</u>
	General Increases	4%	2.8%	8%
	<u>Outside Employees</u>			
	Group 8 (includes Labourer)	\$6.42-\$7.56 (\$6.17-\$7.27)	\$6.60-\$7.77	\$7.13-\$8.39
	Group 3 (includes Const. Mtce. Lineman Journeyman)	\$9.61 (\$9.24)	\$9.88	\$10.67
	Group 1 (includes Technical Draftsman)	\$10.30-\$10.65 (\$ 9.90-\$10.24)	\$10.59-\$10.95	\$11.44-\$11.83

Probationary period is 6 months. Maximum rates for Labourer reached after two 6-month increases and, for Technical Draftsman, after one 12-month increase.

Effective	<u>Apr. 1/78</u>	<u>Jan. 1/79</u>	<u>Apr. 1/79</u>
<u>Inside Employees</u>			
<u>35 Hour Week Employees</u>			
Group 1 (File Clerk)	\$159.55-\$179.48 (\$153.41-\$172.58)	\$164.02-\$205.01	\$177.14-\$199.27
Group 3 (includes Clerk Typist)	\$197.51-\$222.20 (\$189.91-\$213.65)	\$203.04-\$253.80	\$219.28-\$274.10
<u>40 Hour Week Employees</u>			
Group 6 (Engineering Technician, 2nd Grade)	\$416.61-\$454.42 (\$361.07-\$387.42)	\$428.28-\$467.14	462.54-\$504.51

Previous rates reflect a rollback by the Anti-Inflation Board.

Probationary period is 6 months. Maximum rates reached after 3 years.

Cost of Living Allowance:	Inactive in the first year. Effective in the second year, 1% (3%) for each 1% (3%) increase in the Consumer Price Index, where 1971 (1961) equals 100. Triggered at 9%. To be adjusted every 3 months.
Shift Premium:	Effective April 1, 1979, 0-32¢-37¢ (0-27¢-32¢).
Standby Pay:	Effective April 1, 1979, 2 hour's pay (\$12.00) per day.
Paid Holidays:	Effective in the second year, Armistice Day is added provided that it falls during the work week, for a total of 11 (10) days.
Paid Vacation:	Effective April 1, 1979, 3 weeks after 3 (4) years' service, 4 weeks after 10 (12) years and 5 weeks after 20 (23) years.
Health and Welfare:	<u>Dental Plan</u> - Blue Cross Riders #1 and #4 or their equivalent are added.
Meal Allowance:	Effective April 1, 1978, \$4.50 (\$3.50).

EDUCATION AND RELATED SERVICES

Halton Board of Education - Local 1011, Canadian Union of Public Employees (CLC)
(caretakers and maintenance employees): A 12-month renewal agreement effective from July 1, 1978 to June 30, 1979, covering 220 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>July 1/78</u>
	General Increase	44¢
	Caretaker	\$5.92-\$6.20 (\$5.48-\$5.76)

July 1/78

Maintenance 1	\$7.19 (\$6.75)
---------------	--------------------

Probationary period is 3 months. Maximum rate for Caretaker is reached after 15 (18) months.

Paid Vacation: 4 weeks after 12 (13) years, 5 weeks after 20 (21) years.

Norfolk Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 295 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/78</u>
	Increase	\$600-\$1,700 for Teachers
	Teacher-Category D 0-5 years	\$10,000-\$14,000 (\$9,400-\$13,300)
	Teacher-Category A-4 0-10 years	\$15,900-\$27,400 (\$14,700-\$25,700)

Principals

"A" Schools (16 or more teachers)	\$28,500-\$32,700 (\$26,900-\$30,900)
"B" Schools (10-15.9 teachers)	\$26,300-\$30,100 (\$24,800-\$28,400)
"C" Schools (5-9.9 teachers)	\$24,800-\$28,200 (\$23,400-\$26,600)
"D" Schools (4.9 or few teachers)	\$22,900-\$25,800 (\$21,600-\$24,400)

Health and Welfare: Drug Plan - Deductible for drug plan eliminated (previously \$25).

Dental Plan - Deductible for dental plan eliminated (previously \$25).

Scarborough Borough Board of Education - Local 149, Canadian Union of Public Employees (CLC) (full-time operations and maintenance employees): A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 710 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Jan. 1/78</u>
	Average Hourly Increase	5.65%
	Matron	\$4.96-\$5.36 (\$4.69-\$5.07)

Jan. 1/78

Caretaker	\$6.00-\$6.41 (\$5.68-\$6.07)
Bus Driver	\$6.07-\$6.91 (\$5.74-\$6.54)
Plumber	\$10.65 (\$10.09)

Shift Premium: Effective July 4, 1978, 0-25¢-25¢ (0-24¢-24¢).

Paid Vacation: 4 weeks after 10 (11) years and 5 weeks after 19 (20) years. Also 3 weeks after 1 year and 6 weeks after 30 years (unchanged).

Scarborough Borough Board of Education - Local 149, Canadian Union of Public Employees (CLC) (part-time operations and maintenance employees): A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 292 employees, settled at the bargaining stage. Duration of negotiations - 5½ months.

Wages:	Effective	<u>Jan. 1/78</u>
	Increase	5.77%, on the average
	Student	\$3.52-\$3.72 (\$3.33-\$3.51)
	Part-time Cleaner	\$3.72-\$4.16 (\$3.51-\$3.93)
	Part-time Matron	\$4.48-\$5.00 (\$4.23-\$4.72)

Probationary period is 600 working hours. Maximum rates are reached after one 12-month increase.

Vacation Pay: 8% vacation pay after 10 (11) years' service and 10% vacation pay after 19 (20) years' service.

This settlement has been approved by the Anti-Inflation Board.

Waterloo County Board of Education - Custodial and Maintenance Association (Ind.) (maintenance, services and plant operations): A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 400 employees, settled at the bargaining stage. Duration of negotiations - 1½ months.

Wages:	Effective	<u>Sept. 1/78</u>
	General Increase	6% on maximum. Backed up by increment amounts to start rate.
	Custodian II	\$8,608-\$9,998 (\$8,042-\$9,432)

Sept. 1/78

Custodian I	\$11,282-\$13,332 (\$10,527-\$12,577)
Certified Tradesman	\$13,719-\$15,590 (\$12,837-\$14,708)

Probationary period is 6 (4) months. Maximum rates are reached on merit.

Shift Premium: 0-19¢-22¢ (0-17¢-20¢).

Paid Vacation: 4 weeks after 10 (12) years' service.

HEALTH AND WELFARE SERVICES

Hamilton Civic Hospitals Corporation - Local 70, Ontario Nurses' Association (Ind.)
(full and part-time nurses): Two 24-month renewal agreements effective from October 1, 1976 to September 30, 1978, covering a total of 770 employees, settled at post mediation bargaining. Duration of negotiations - 25 months.

Holdback: Wage increases will be limited to \$70 per month the first year and \$50 per month the second year pending review by the Anti-Inflation Board.

Wages:	Effective	<u>Oct. 1/76</u>	<u>Oct. 1/77</u>
	<u>Full-time Nurses</u>		
General Increases		\$93 per month	\$75 per month
Adjustments (see below)			
	<u>Monthly Rates</u>		
Non-Registered Nurse	\$1,164.12-\$1,364.12 (\$1,071.12-\$1,271.12)	\$1,239.12-\$1,439.12	
Registered Nurse*	\$1,208-\$1,408 (\$1,115-\$1,315)	\$1,283-\$1,483	
Nurse Clinician	\$1,416.90-\$1,613.43 (\$1,306.88-\$1,506.88)	\$1,503.80-\$1,699.37	

Adjustments: Classifications above General Staff Nurse (i.e. Assistant Head Nurse, Senior Staff Nurse, Clinical Instructor, Nurse Clinician and Co-ordinator) will have new rates adjusted upwards each year to maintain the same percentage differential over the RN rate as held in the previous agreement.

Part-time Nurses - Hourly rates for Regular part-time RN's and for casual part-time RN's are pro-rated from the full-time schedule by the same formulae as previously, including a 6% allowance in lieu of all fringe benefits (unchanged).

*Special Start Rates - Effective April 5, 1977, registered nurses and non-registered graduate nurses who are hired with less than one year of clinical experience will be paid at the rates of \$1,115 and \$1,071.12 per month respectively. Effective October 1, 1977, these rates will be increased to \$1,190 and \$1,146.12 per month respectively. Upon completion of 6 months' service, advancement will be made to the regular salary grid with full credit for the 6 months already worked.

Shift Premium: Effective April 3, 1978, 0-\$1.65-\$1.65 (0-\$1.55-\$1.55) per tour.

Paid Holidays: 10 designated days (unchanged) plus renewal of the non-recurring, floating, personal, non-premium holiday.

Paid Vacation: Effective in 1978, 5 weeks after 22 years (new). Also 3 weeks after 1 year and 4 weeks after 3 years (both unchanged).

Assistant Head Nurses continue to receive 4 weeks after 1 year.

Crown Witness
Leave (new): Employee receives her regular pay, provided she repays to the Hospital the amount, other than expenses, paid to her for such service.

Laurentian Hospital at Sudbury - Local 27, Ontario Nurse's Association (Ind.): A 24-month renewal agreement effective from October 1, 1976 to September 30, 1978, covering 219 employees, settled at the arbitration stage. Duration of negotiations - 20 months.

Wages: Special Hiring Rate (new) - Nurses hired with less than 1 year of clinical experience have start rates as follows:

	<u>Apr. 5/77</u>	<u>Oct. 1/77</u>
Registered Staff Nurse (full-time)	\$1,115 per month	\$1,190 per month
Graduate Nurse (full-time)	\$1,070.27 per month	\$1,145.27 per month

The minimum rate of the appropriate wage range is paid to full-time nurses after 6 months' service.

The desirability of maintaining the special hiring rate will be reviewed upon the expiration of the agreement.

Effective	<u>Oct. 1/76</u>	<u>Oct. 1/77</u>
General Increases	\$93 per month*	\$75 per month
Registered Staff Nurse	\$1,208-\$1,408 (\$1,115-\$1,315)	\$1,283-\$1,483

Probationary period is 60 tours worked. Maximum rates are reached after 7 annual increases.

*Note: Increases are subject to approval by the Anti-Inflation Board.

Shift Premium: Effective July 1978, 0-\$1.65-\$1.65 (0-\$1.55-\$1.55).

Tour Differential: 21.3¢ (20¢) per hour during a complete evening or night tour in lieu of shift premium for employees regularly working extra tours.

Standby Pay: \$10 (\$9) per complete tour of standby duty.

Paid Holidays: The floating holiday granted in each year of 1978-1976 agreement was renegotiated, for a total of 10 statutory days and 1 floating day per contract year (unchanged).

Paid Vacations: 4 weeks after 1 year, 5 weeks (new) after 21 years.

Adoption Leave: Unpaid leave with duration to be considered on an individual basis.

Bereavement Leave: Grandparents included in 1 day's paid leave to attend funeral.

Health and Welfare: Semi-Private Hospitalization Plan - Employer pays 100% (new) of cost of premiums.

Ottawa Civic Hospital - Local 1580, Canadian Union of Public Employees (CLC) (medical technologists and technicians): A 15-month renewal agreement effective from January 1, 1978 to March 31, 1979, covering 225 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 6½ months.

Wages:	Effective	Jan. 1/78	Jan. 1/79
General Increases		4%	1.4% on start rate plus maintenance of Jan. 1/78 differential between steps
Dental Technician		\$5.93-\$6.69 (\$5.71-\$6.44)	\$6.02-\$6.77
Bio-Medical Technologist 4		\$8.68-\$9.88 (\$8.35-\$9.51)	\$8.80-\$10.00

Previous rates reflect a rollback by the Anti-Inflation Board.

Probationary period is 3 months for full-time employees and 10 shifts for casual employees. Maximum rates for Dental Technician are reached after four annual increases and, for Bio-Medical Technologist 4, after five annual increases.

Shift Premium: Effective January 1, 1978, 0-\$1.65-\$1.65 (0-\$1.50-\$1.50).

Paid Vacation: Effective in the 1978 vacation year, 5 weeks after 18 (20) years' service. Effective in the 1979 vacation year, 4 weeks after 3 (4) years' service.

Health and Welfare: Dental Plan (new) - Effective January 1, 1979, employer pays 50% of cost of premiums for Blue Cross Dental Plan #9. Payments are based on the 1978 Ontario Dental Association fee schedule.

St. Joseph Religious Hospitallers of Hotel Dieu at Windsor - Local 210, Service Employees International Union (AFL-CIO/CLC) (Service Unit): A 22-month renewal agreement effective from June 1, 1978 to March 31, 1980, covering 352 employees, settled at the bargaining stage. Duration of negotiations - 2½ months.

Wages:	Effective	<u>June 1/78</u>	<u>Apr. 1/79</u>	<u>Dec. 1/79</u>
	General Increases	\$30 per month	\$30 per month	\$30 per month
	Kitchen Helper, Grade II	\$783-\$853 (\$753-\$823)	\$813-\$883	\$843-\$913
	Registered Nursing Assistant	\$923-\$1,011 (\$893-\$ 981)	\$953-\$1,041	\$983-\$1,071
	Orderly	\$928-\$1,011 (\$898-\$ 981)	\$958-\$1,041	\$988-\$1,071
	Carpenter General	\$975-\$1,089 (\$945-\$1,059)	\$1,005-\$1,119	\$1,035-\$1,149

Probationary period is 60 working days. Maximum rates are reached after two 6-month increases.

Shift Premium: Effective June 1, 1978, 0-\$1.65-\$1.65 (0-\$1.55-\$1.55) per shift.

Paid Vacation: Effective in the 1979 vacation year, 5 weeks after 22 (24) years' service. Effective in the 1980 vacation year, 5 weeks after 20 years' service.

Bereavement Leave: 1 day's paid leave (new) in the event of the death of a grand-parent or grandchild.

Health and Welfare: Dental Plan (new) - Effective as soon as possible, employer pays 50% of cost of premiums for Blue Cross Dental Plan #7, or its equivalent. Payments are based on the 1977 Ontario Dental Association fee schedule.

St. Vincent Hospital at Ottawa - Local 796, International Operating Engineers (AFL-CIO/CLC) (non-medical employees): A 15-month renewal agreement effective from January 1, 1978 to March 31, 1979, covering 425 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Jan. 1/78</u>	<u>Jan. 7/79</u>
	General Increases	\$40 per month	\$15 per month
	Maid	\$773.79-\$841.52 (\$733.79-\$801.52)	\$788.79-\$856.52
	Orderly	\$920.54-\$1,022.14 (\$880.54-\$ 982.14)	\$935.54-\$1,037.14
	Registered Nursing Assistant	\$954.41-\$1,022.14 (\$914.41-\$ 982.14)	\$969.41-\$1,037.14
	Electrician	\$1,374.36 (\$1,334.36)	\$1,389.36

Probationary period is 65 worked days for full-time employees and 40 (20) worked days for part-time employees. Maximum rates for Maid and RNA are reached after two 1-year increases and, for Orderly, after three 1-year increases.

Shift Premium: Effective January 7, 1979, 0-22¢-22¢ (0-20¢-20¢).

Paid Holidays: 1 floating day is added, for a total of 11 (10) days.

Windsor Western Hospital Centre, Inc. (I.O.D.E. Unit) - Local 210, Service Employee International Union (AFL-CIO/CLC) (General Unit): A 22-month renewal agreement effective from June 1, 1978 to March 31, 1980, covering 240 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	June 1/78	Apr. 1/79	Dec. 1/79
	General Increases	\$30 per month	\$30 per month	\$30 per month
	Housekeeping Maid	\$809-\$854 (\$779-\$824)	\$839-\$884	\$869-\$914
	Orderly	\$938-\$1,011 (\$908-\$ 981)	\$968-\$1,041	\$998-\$1,071
	Carpenter-Painter (Main-tenance Man)	\$1,002-\$1,089 (\$ 972-\$1,059)	\$1,032-\$1,119	\$1,062-\$1,149

Probationary period is 60 calendar days. Maximum rates are reached after two 6-month increases.

Shift Premium: Effective June 1, 1978, 0-\$1.65-\$1.65 (0-\$1.55-\$1.55).

Paid Vacation: Effective in the 1979 vacation year, 5 weeks after 22 (25) years' service. Effective in the 1980 vacation year, 5 weeks after 20 years' service.

Bereavement Leave: Grandchildren are included in 1 day's paid leave.

Health and Welfare: Dental Plan (new) - Effective as soon as possible, employer pays 50% of cost of premiums for Blue Cross Dental Plan #7, or its equivalent. Plan covers employees and their dependents. Payments are based on the 1978 Ontario Dental Association fee schedule or its successor, if fees increase in 1979.

Chelsey Park Nursing Homes Inc. at Brampton - Local 204, Service Employees (AFL-CIO/CLC): A 12-month renewal agreement effective from February 1, 1978 to January 31, 1979, covering 417 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	Feb. 1/78
	General Increase	30¢
	Domestic Aide	\$4.21-\$4.61 (\$3.91-\$4.31)

Feb. 1/78

R.N.A.	\$5.06-\$5.51 (\$4.76-\$5.21)
Maintenance	\$6.16-\$6.56 (\$5.86-\$6.26)

Probationary period is 337.5 hours worked (previously, 45 days worked). Maximum rates for Domestic Aide and Maintenance are reached after 2 years, for R.N.A. after 3 years.

Cost of Living Provision: Discontinued.

Paid Vacation: 4 weeks after 13 (14) years.

Sick Leave: Maximum of 60 (45) days.

Health and Welfare: Major Medical Plan - Employer pays 50% of cost of premiums of adding vision care to major medical plan for full-time employees.

Lieu Payment - Part-time employees receive an additional 13¢ (10¢) per hour in lieu of life insurance, OHIP, major medical plan, sick leave and uniform allowance benefits.

SERVICES TO BUSINESS MANAGEMENT

Atomic Energy Research Company at Chalk River - Local 1568, Canadian Labour Congress (CLC): A 24-month renewal agreement effective from August 1, 1978 to July 31, 1980, covering 450 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Aug. 1/78</u>	<u>Aug. 1/79</u>
General Increases		5.5%	5.5%
Range T2 (includes Design Detailer 2)		\$8,366-\$12,175 (\$7,930-\$11,540)	\$8,826-\$12,845
Range T7 (includes Research/ Development Technologist 7)		\$21,654-\$22,414 (\$20,525-\$21,245)	\$22,845-\$23,647

Paid Vacation: Effective April 1, 1978, 4 weeks after 12 (13) years and 5 weeks after 24 (25) years. Effective April 1, 1979, 4 weeks after 11 years.

Health and Welfare: Life Insurance - Effective August 1, 1979, employer pays 60% (50%) of cost of premiums.

OHIP, Extended Health Care Plan, and Semi-Private Hospitalization Plan - Employer pays \$18.00 (\$15.50) per month for single coverage and \$35.75 (\$30.75) per month for family coverage. Effective August 1, 1979, employer pays \$20 and \$40 respectively.

PERSONAL SERVICES

Chateau Laurier Hotel at Ottawa - Local 270, Railway Transport and General Workers (CLC): A 24-month renewal agreement effective from July 1, 1978 to June 30, 1980, covering 350 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	July 1/78	Nov. 1/78	July 1/79
	Increases	20¢ per hour	10¢ for non-gratuity employees	7% for non-gratuity employees 25¢ for gratuity employees
	Maid	\$3.69 (\$3.49)	\$3.79	\$4.06
	Electrician	\$6.60 (\$6.40)	\$6.70	\$7.17
Paid Holidays:	Effective July 1, 1979, employee's anniversary date of service is added for a total of 11(10) days.			
Paid Vacation:	3 weeks after 5 (6) years, 4 weeks after 11 (12) years, 5 weeks after 22 (25) years.			
Health and Welfare:	Employer contributes \$1.25 more per month. Effective July 1, 1979 employer contributes a further \$1.00 per month. For Ontario residents this money will be applied to OHIP premiums, for Quebec residents it will be applied to Extended Health Care Plan premiums			

The Hotel Association of Metropolitan Toronto - Local 280, Hotel Employees (AFL-CIO/CLC): The settlement involves the renewal of a master agreement covering 35 hotels and 400 employees, plus some 70 other hotels and 800 employees committed either verbally or in writing to accept the terms of the agreement. The 12-month renewal agreement is effective from May 1, 1978 to April 30, 1979 and was settled at the mediation stage. Duration of negotiations - 5 months.

Wages:	Effective	May 1/78
	General Increase	5%
	<u>Weekly Rates*</u>	
	Waiter	\$138.12 (\$131.54)
	Tapman	\$192.70
	Service Bartender	(\$183.52)

*Employees working less than 36 hours per week are paid on an hourly basis, which is slightly higher.

Cost of Living Allowance: Semi-annual adjustments of 1¢ for each 0.5 rise in the Consumer Price Index beyond a 5 point rise occurring during the corresponding 6 months. Any amounts forthcoming will be paid as a lump sum after each 6 month period. (The previous formula, which was similar, generated 3¢ the first 6 months and 1¢ the second 6 months - paid as a lump sum and not folded in.)

Paid Holidays: Heritage Day will be added, if proclaimed as a statutory holiday by the government, for a total of 10 (9) days.

Health and Welfare: Sick Leave - 3 days' paid leave per year (new).

OHIP - The employer pays 100% of the new premium rates. Any further increase in premiums will be shared between employer and employee. (The employer paid 100% of premium.)

The Sheraton Centre Hotel, King Edward Hotel, Hotel Toronto, Lord Simcoe Hotel, Ramada Inn Downtown, Westbury Hotel, Delta Chelsea Inn and Inn on the Park, all at Toronto - Local 299, Hotel Employees (AFL-CIO/CLC): Eight 36-month renewal agreements effective from January 1, 1978 to December 31, 1980, covering a total of 2,885 employees, settled at the conciliation officer stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Jan. 1/78</u>	<u>Jan. 1/79</u>	<u>Jan. 1/80</u>
General Increases				
Gratuity Employees		6%	6%	6%
Non-Gratuity Employees		6%	7%	8%
Waiter/Waitress (gratuity)		\$3.02 (\$2.85)	\$3.20	\$3.39
Service Bartender (non-gratuity)		\$4.51 (\$3.95)	\$4.83	\$5.22

Standardization: The settlement provides for an increasing degree of uniformity in benefits among the 8 hotels. Provisions reported below are now common to all hotels. In some cases, the benefit was already provided for at some hotels and therefore represents no change for these particular hotels.

Reporting Pay: Full-time employees, 8 hours; part-time employees, 4 hours.

Paid Holidays: Effective January 1, 1980, all hotels to have 11 days, with the addition of the employee's anniversary date where necessary to make eleven.

Paid Vacation: 2 weeks after 1 year and 3 weeks after 5 years. Those hotels with a 4 weeks provision will retain that provision.

Health and Welfare: Present benefits, which range from simply the payment of OHIP premiums at some hotels to a comprehensive package at others, will be maintained through September 30, 1979.

Effective October 1, 1979, insurance programs will be standardized in line with existing benefits at Hotel Toronto and will include Life Insurance, A.D. & D., Weekly Indemnity, a Medical and Drug Plan, Dental Plan, and coverage for maternity expenses and mental and nervous treatment expenses.

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Local 2228, Electrical Workers (IBEW)
(AFL-CIO/CLC) (electronics group): A 21½-month renewal agreement effective from August 3, 1978 to May 11, 1980, with wages retroactive to May 15, 1978, covering 3,050 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	May 15/78	May 14/79
	Increases	7% average	6% general
	<u>Annual Rates</u>		
	EL-1*	\$10,444-\$14,214 (\$11,819-\$13,336)	\$11,071-\$15,066
	EL-4	\$17,359-\$19,619 (\$16,181-\$18,288)	\$18,401-\$20,796
	EL-9	\$27,245-\$30,489 (\$25,565-\$28,609)	\$28,880-\$32,318

*Steps at the EL-1 level were increased from 4 to 8.

Shift Premium: 0-\$2.20-\$2.70 (0-\$2.00-\$2.50) per shift. Effective May 1979, 0-\$2.30-\$2.80.

Weekend Premium: 25¢ (20¢) per hour. Effective May 1979, 30¢.

Standby Pay: \$4.35 (\$4) for each 8-hour period or portion thereof. Effective May 1979, \$4.75.

Paid Vacation: 4 weeks after 12 (13) years, 5 weeks after 26 (27) years. Effective May 1979, 4 weeks after 10 years and 5 weeks after 25. Also 3 weeks after 1 year (unchanged.)

Sea Duty Allowance: \$3.50 (\$3.25) per night at sea.

Meal Allowance: \$3.20 (\$3) after 3 hours' overtime and \$2.30 (\$2.15) after the next 4 hours. Effective May 1979, \$3.25 and \$2.50 respectively.

Government of Canada (Treasury Board) - Professional Institute of the Public Service of Canada (Ind.) (computer systems administration group): A 7½-month renewal agreement effective from July 27, 1978 to March 18, 1979, with wages retroactive to March 20, 1978, covering 2,115 employees, settled through arbitration. Duration of negotiations 7 months.

Wages:	Effective	Mar. 20/78
	General Increase	5.9%
	<u>Annual Rates</u>	
	CS-1	\$10,423-\$19,367 (\$9,842-\$18,288)

Mar. 20/78

CS-3	\$23,381-\$27,459 (\$22,078-\$25,929)
CS-5	\$30,965-\$38,222 (\$29,240-\$36,093)

Paid Vacation: 4 weeks after 12 (13) years and 5 weeks after 26 (27) years. Also 3 weeks after 1 year (unchanged).

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC)
(education group): A 13-month renewal agreement effective from July 25, 1978 to August 31, 1979, with salaries and allowances retroactive to September 1, 1977, covering 3,545 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 13 months.

Wages:	Effective	<u>Sept. 1/77</u>	<u>Sept. 1/78</u>
	Increase		7% for all sub-groups

Elementary and
Secondary Teaching
Sub-Group (EST) and
Guidance and
Vocational Counsellors

Maritimes	6.5%
Quebec	7.9%
Ontario	6.0%
Manitoba	7.0%
Saskatchewan	7.5%
Alberta	7.5%
British Columbia	6.5%
Arctic Manitoba	
and Quebec	6.0%

Language Teaching
Sub-Group (LAT) 7%

Education Services
Sub-Group (EDS) \$1,200

Annual Rates

ELEMENTARY AND SECONDARY TEACHING

Maritimes

Level 1	\$9,194-\$13,749 (\$8,633-\$12,910)	\$9,838-\$14,711
Level 6	\$15,373-\$23,636 (\$14,435-\$22,193)	\$16,449-\$25,291)

Quebec

Level 1	\$9,953-\$16,830 (\$9,224-\$15,598)	\$10,650-\$18,008
Level 6	\$15,299-\$23,924) (\$14,179-\$22,172)	\$16,370-\$25,599

<u>Ontario</u>	<u>Sept. 1/77</u>	<u>Sept. 1/78</u>
Level 1	\$10,882-\$14,603 (\$10,266-\$13,776)	\$11,644-\$15,625
Level 6	\$16,107-\$26,209 (\$15,195-\$24,725)	\$17,234-\$28,044

Manitoba

Level 1	\$10,126-\$13,446 \$9,464-\$12,566)	\$10,835-\$14,387
Level 6	\$16,803-\$25,206 (\$15,704-\$23,557)	\$17,979-\$26,970

Saskatchewan

Level 1	\$9,243-\$13,254 (\$8,598-\$12,329)	\$9,890-\$14,182
Level 6	\$16,613-\$23,976 (\$15,454-\$22,303)	\$17,776-\$25,654

Alberta

Level 1	\$9,713-\$14,207 (\$9,035-\$13,216)	\$10,393-\$15,201
Level 6	\$16,510-\$25,221 (\$15,358-\$23,461)	\$17,666-\$26,986

British Columbia

Level 1	\$11,974-\$17,200 (\$11,243-\$16,150)	\$12,812-\$18,404
Level 6	\$18,132-\$28,970 (\$17,025-\$27,202)	\$19,401-\$30,998

LANGUAGE TEACHING

Level 1 (B.A.)	\$13,401-\$20,891 (\$12,524-\$19,524)	\$14,339-\$22,353
Level 4 (B.A. plus 3 years' education)	\$17,151-\$26,364 (\$16,029-\$24,639)	\$18,352-\$28,209

EDUCATION SERVICES

Level 1	\$20,046-\$24,652 (\$18,846-\$23,452)	\$21,449-\$26,377
Level 5	\$30,735-\$33,810 (\$29,535-\$32,610)	\$32,886-\$36,176

Additional Allowance: Principal's Annual Allowance \$700 (\$650) basic, plus \$240 (\$225) for each teacher and teacher aide supervised from 1 to 12 and \$125 (unchanged) for each teacher and teacher aide supervised from 13 or more.

Paid Vacation: 4 weeks after 12 (13) years of service and 5 weeks after 26 (28) years. Also 3 weeks after 1 year (unchanged).

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC)
(lightkeeper group, non-supervisory and supervisory): A 5-month renewal agreement effective from July 20, 1978 to December 24, 1978, with wages retroactive to December 26, 1977, covering 525 employees, settled at the bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	<u>Dec. 26/77</u>
	General Increase	\$600 per annum
	<u>Annual Rates</u>	
	LI-1	\$9,677-\$10,746 (\$9,077-\$10,146)
	LI-4	\$11,511-\$12,518 (\$10,911-\$11,918)
	LI-9	\$16,648-\$17,954 (\$16,048-\$17,354)
Shift Premium:	Effective December 27, 1977, 0-18¢-24¢ (0-16¢-22¢).	
Paid Holidays:	11 plus an additional day when proclaimed by an act of parliament as a national holiday (new).	
Paid Vacation:	Effective April 1, 1978, 4 weeks after 13 (14) years. Also 3 weeks after 1 year and 5 weeks after 27 years (unchanged).	
Supplementary Allowances (annual):	Effective December 26, 1977:	
	Full-time Stations - 1-man stations - \$550 (\$530)	
	2-man stations - \$550 (\$530)	
	3-man stations - \$165 (\$160)	

National Research Council of Canada - Research Council Employees (Ind.) (clerical and regulatory group): A 12-month renewal agreement effective from December 26, 1977 to December 24, 1978, covering 320 Ontario employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Dec. 26/77</u>
	General Increase	6%
	CR - Level 1	\$7,454-\$8,350 (\$7,032-\$7,877)
	CR - Level 7	\$17,135-\$18,763 (\$16,165-\$17,701)
	Maximum rate for CR - Level 1 is reached after four 6-month increases and, for CR - Level 7, after three annual increases. Increases are based on merit.	

PROVINCIAL ADMINISTRATION

Ontario Government - Ontario Public Service Employees Union (Ind.) (institutional care and correctional services category): A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 9,055 employees, settled through arbitration. Duration of negotiations - 11 months.

Wages:	Effective	Jan. 1/78
	General Increase	\$6.32 per week plus 2.7%
	<u>Weekly Rates</u>	
	Counsellor 1 (Residential Life)	\$205.60-\$220.40 (\$194.00-\$208.40)
	Psychiatric Nursing Assistant 4	\$255.20-\$272.00 (\$242.00-\$258.40)
	Residential Counsellor 3	\$280.40-\$296.40 (\$266.80-\$282.40)
	Supervisor of Juveniles 3	\$290.00-\$308.40 (\$276.00-\$294.00)

LOCAL ADMINISTRATION

Kingston City Corporation (including Rideaucrest Home for the Aged) - Local 141, Canadian Union of Public Employees (CLC) (inside employees): A 24-month renewal agreement effective from January 1, 1978 to December 31, 1979, covering 310 employees, settled at the conciliation officer stage. Duration of negotiations - 6 months.

Wages:	Effective	Jan. 1/78	Jan. 1/79
	Increase	Greater of \$600 or 6% based on maximum job rate of each range*	8%
	Group R-2-0-2 (includes Maid- Rideaucrest Home for the Aged)	\$4.82-\$5.17 (\$4.51-\$4.86)	\$5.21-\$5.58
	Group R-5-04 (includes Registered Nursing Assis- tant Rideaucrest Home for the Aged)	\$5.24-\$6.01 (\$4.93-\$5.70)	\$5.66-\$6.49
	Group 3-03 (in- cludes Typist I)	\$8,752-\$10,162 (\$8,152-\$ 9,562)	\$9,452-\$10,975
	Group 9-5 (includes Main- tenance Mechanic)	\$11,056-\$13,174 (\$10,456-\$12,574)	\$11,940-\$14,228
	Group 13-9 (in- cludes Planner I)	\$16,088-\$19,290 (\$15,177-\$18,198)	\$17,375-\$20,833

Probationary period is 3 months. Maximum rates for Maid reached after 12 months, for Typist I and Registered Nursing Assistant after 24 months, for Maintenance Mechanic after 36 months and for Planner I after 48 months.

*Note: Increases are subject to approval by the Anti-Inflation Board.

North York Borough Corporation - Local 752, Fire Fighters (AFL-CIO/CLC): A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 550 employees, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages: Effective Jan. 1/78

Annual Rates

Fire Fighter 4th Class	\$14,970 (\$14,174)
---------------------------	------------------------

Fire Fighter 1st Class	\$19,960 (\$18,899)
---------------------------	------------------------

Platoon Chief	\$29,940 (\$28,349)
---------------	------------------------

Pension Plan: Currently under revision. Use of final average earnings for past service to be decided by arbitration.

Allowance for Attendance at Fire College (new): \$5 per day to a maximum of \$25 per employee per week for general expenses.

Travel Allowance for Temporary Re-assignments (new): 22½¢ per mile between regular station and temporary station.

Toronto City Corporation - Local 113, Fire Fighters (AFL-CIO/CLC): A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 1,255 employees, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages: Effective Jan. 1/78

Annual Rates

Fire Fighter 4th Class - 2nd six months	\$14,996 (\$14,184)
--	------------------------

Fire Fighter 1st Class	\$20,082 (\$18,898)
---------------------------	------------------------

Platoon Chief	\$30,978 (\$29,290)
---------------	------------------------

Paid Holidays: 1 floating day is added to replace Remembrance Day which falls on a weekend this year, for a total of 11 (unchanged) days.

Bereavement Leave: Provision now includes 1 day of mourning for employees unable to attend the funeral due to distance (new).

Health and Welfare: Paid Sick Leave - May be taken upon completion of 6 (12) months of service.

Dental Plan - Employer pays 70% (60%) of the premium.

Cleaning Allowance (new): \$75 per year.

College Expense Allowance (new): \$25 per week.

Acting Pay: An employee who is off duty due to accident or occupational illness receives acting pay for shifts that he would have normally been acting in the higher rank (new).

CONSTRUCTION

Metropolitan Toronto House Wreckers' Association - Local 506, Labourers (AFL-CIO/CLC) (wrecking labourers): A 24-month renewal agreement effective from October 16, 1977 to October 15, 1979, covering 200 employees settled with mediation assistance. Duration of negotiations - 7½ months.

Wages:	Effective	July 3/78	Jan. 1/79
	General Increases	20¢	15¢
	Labourer	\$6.02 (\$5.82)	\$6.17

Metropolitan Toronto Road Builders' Association - Local 793, International Operati
Engineers (AFL-CIO/CLC): A 22-month renewal agreement effective from June 26, 1978 to April 30, 1980, covering 400 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	June 26/78	Nov. 1/78
	General Increases	50¢	5¢
	Bulldozer Operator (D4 or equiv. or over)	\$9.60 (\$9.10)	\$9.65
	Effective	May 1/79	Nov. 1/79
	General Increases	35¢	25¢
	Bulldozer Operator (D4 or equiv. or over)	\$10.00	\$10.25

Previous rate reflects a 15-cent rollback by the Anti-Inflation Board.

Shift Premium: Effective June 26, 1978, 0-35¢-35¢ (0-30¢-30¢).

Health and Welfare: Effective June 26, 1978, employer contributes 30¢ (25¢) per hour worked.

Pension Fund: Effective November 1, 1978, employer contributes 50¢ (40¢) per hour worked.

Mileage Allowance: Effective June 26, 1978, 12¢ per road kilometre (previously, 17¢ per road mile). Effective May 1, 1979, 13¢ per road kilometre.

Out-of-Town Allowance: Effective June 26, 1978, \$15 (\$13) per day or a maximum of \$75 (\$65) per week.

Metropolitan Toronto Sewer and Watermain Contractors Association - Local 793, International Operating Engineers (AFL-CIO/CLC): A 22-month renewal agreement effective from June 26, 1978 to April 30, 1980, covering 500 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>June 26/78</u>	<u>Nov. 1/78</u>
	General	50¢	5¢
	Increases		
	Operating Engineer	\$10.50 (\$10.00)	\$10.55
	Effective	<u>May 1/79</u>	<u>Nov. 1/79</u>
	General	50¢	20¢
	Increases		
	Operating Engineer	\$11.05	\$11.25

Previous rate reflects a 15-cent rollback by the Anti-Inflation Board.

Health and Welfare: Effective June 26, 1978, employer contributes 30¢ (25¢) per hour worked.

Pension Fund: Effective November 1, 1978, employer contributes 50¢ (40¢) per hour worked.

Mileage Allowance: Effective June 26, 1978, 12¢ per road kilometre (previously, 17¢ per road mile). Effective May 1, 1979, 13¢ per road kilometre.

Out-of-Town Allowance: Effective June 26, 1978, \$18 (\$15) per day or a maximum of \$90 (\$75) per week.

National Capital Road Builders Association - Local 793, International Operating Engineers (AFL-CIO/CLC), Local 527, Labourers (AFL-CIO/CLC) and Local 91, Teamsters (Ind.): A 21-month renewal agreement effective from July 21, 1978 to April 30, 1980, covering 1,000 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	July 21/78	May 1/79	Nov. 1/79
	Increases	60¢ for Operating Engineers and Labourers; 75¢ for Teamsters	50¢ for Operating Engineers; 60¢ for Labourers and Teamsters	5¢
	Shovel Operator - Roadbuilding	\$8.50 (\$7.90)	\$9.00	\$9.05
	Labourer (Skilled)	\$7.90 (\$7.30)	\$8.50	\$8.55
	Tandem Axle Truck Driver	\$7.85 (\$7.10)	\$8.45	\$8.50

Previous rates reflect a rollback by the Anti-Inflation Board.

Shift Premium: Effective July 21, 1978, 50¢ per hour (new) for employees engaged in road and sewer and watermain construction. (No change for employees engaged in tunnel work.)

Reporting Pay: Effective July 21, 1978, a minimum of 2 hours' pay at straight time in the event of inclement weather (new).

Overtime Pay: Effective July 21, 1978 in the roadbuilding sector only, time and one-half after 12 hours worked per day (new) or 50 hours worked per week (unchanged).

Statutory Holidays: 1 unpaid statutory holiday, Boxing Day, is added. Employees scheduled to work on Boxing Day receive pay at the overtime rate.

Health and Welfare: Effective July 21, 1978, employer contributes 30¢ (25¢) per hour worked for Operating Engineers and 30¢ (15¢) per hour worked for Labourers. For Labourers, the increased contribution meets the cost of the Dental Plan.

Pension Fund: Effective July 21, 1978, employer contributes 10¢ (new) per hour worked for Operating Engineers. Effective May 1, 1979, 20¢.

Living Out Allowance: Effective July 21, 1978, \$14 per day worked (previously, \$50 per week).

Thunder Bay Construction Association Incorporated (General Contractors' Division and Cement Finishers' Division) - Local 2693, Carpenters (AFL-CIO/CLC): Two 24-month renewal agreements effective from May 1, 1978 to April 30, 1980, covering 495 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	July 19/78	May 1/79
	General Increases	56¢	60¢
	Additional Adjustment	10¢ for Operator (Jackhammer, all types), Concrete Vibrator Operator and Working Foreman (Labour Foreman) Leadhand	

	<u>July 19/78</u>	<u>May 1/79</u>
Labourer	\$10.15 (\$ 9.59)	\$10.75
Cement Finisher (Terrazzo Tilelayer)	\$10.95 (\$10.39)	\$11.55
Operator-Pile Driver	\$11.25 (\$10.69)	\$11.85
Height Pay:	Effective July 19, 1978, 55¢ (50¢) per hour.	
Overtime Pay:	Effective July 19, 1978, time and one-half for the first 2 (3) hours of overtime. Double time thereafter.	
Board Allowance:	Effective July 19, 1978, \$14.50 (\$13.50) per day. Effective May 1, 1979, \$16.00 per day.	
Mileage Allowance:	Effective July 19, 1978, 25¢ (22¢) per mile.	
Travelling Allowance:	Effective July 19, 1978, each employee on a project receives a cheque for his travelling allowance to and from the job site every 35 (45) calendar days. This is paid whether or not he returns to his place of residence.	

Addendum

March 1978 Settlements

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Professional Institute (Ind.) (chemistry group): A 9½-month renewal agreement effective from March 9, 1978 to December 24, 1978, covering 436 employees, settled at the bargaining stage and ratified in March 1978. Duration of negotiations - 2 months.

Wages:	Effective	<u>Dec. 27/77</u>
	Increase	4.95%
CH-1		\$10,370-\$19,509 (\$ 9,880-\$18,589)
CH-4		\$27,337-\$32,054 (\$26,048-\$30,542)

Government of Canada (Treasury Board) - Professional Institute (Ind.) (medicine group): A 6½ month renewal agreement effective from March 21, 1978 to October 1, 1978, covering 264 employees, settled at the bargaining stage and ratified in March 1978. Duration of negotiations - 6 months.

Wages:	Effective	<u>Oct. 3/77</u>
	Increase	\$1,800-\$2,100
	MD-MOF-1	\$25,890-\$38,602 (\$23,990-\$36,702)
	MD-MOF-4	\$40,795-\$45,445 (\$38,995-\$43,645)
	MD-MSP-2	\$38,000-\$47,000 (\$35,900-\$44,900)

Penological Factor Allowance:	Type of Institution		
	Maximum	Medium	Minimum
Continual	\$1,000 (\$850)	\$500 (\$425)	\$300 (\$255)
Frequent	\$ 500 (\$425)	\$300 (\$255)	\$200 (\$170)
Limited	\$ 300 (\$255)	\$200 (\$170)	\$100 (\$ 85)

June 1978 Settlements

CLOTHING

Associated Fur Industries of Toronto - Local 82, Foodworkers (AFL-CIO/CLC): A 22-month renewal agreement effective from May 1, 1978 to February 29, 1980, covering 350 employees, settled at the post conciliation bargaining stage and ratified in June, 1978. Duration of negotiations - 3 months.

Wages:	Effective	<u>May 1/78</u>	<u>May 1/79</u>
	General Increases	\$23 per week	\$20 per week
	Lining Operator	\$231 (\$208)	\$251
	Cutter 1st Class	\$265 (\$242)	\$285

Paid Vacation: 3 weeks after 6 (7) years of service. Effective May 1, 1979, 3 weeks after 5 years.

EDUCATION AND RELATED SERVICES

York County Board of Education - Local 1734, Canadian Union of Public Employees (CLC) (office, clerical and technical employees): A 19-month renewal agreement effective from June 1, 1978 to December 31, 1979, covering 300 employees, settled at the bargaining stage and ratified in June, 1978. Duration of negotiations - 10 days.

ges:	Effective	<u>June 1/78</u>	<u>Jan. 1/79</u>
	General Increases	5%	5%
	Clerical Level 1	\$6,996-\$8,640 (\$6,663-\$8,229)	\$7,346-\$9,072
	Buyer	\$11,080-\$15,897 (\$10,552-\$15,140)	\$11,634-\$16,692

Probationary period is 90 working days. Annual increments are \$350 for Clerical Level 1 and \$700 for Buyer.

aid Vacation: 4 weeks after 13 (15) years' service.

HEALTH AND WELFARE SERVICES

Stratford General Hospital Corporation - Local 23, Ontario Nurses' Association (Ind.)
(nurses, full and part-time): Two 24-month renewal agreements effective from October 1, 1976 to September 30, 1978, covering 203 employees, settled by arbitration in June, 1978. Duration of negotiations - 21 months.

ges: Special Hiring Rate (new) - Effective April 5, 1977, Registered Nurses who are hired with less than 1 year of clinical experience receive \$1,115 per month. Effective October 1, 1977, special hiring rate increases to \$1,190 per month. Similarly, for Non-Reg. Grad. Nurses special hiring rate is \$1,070.54 and \$1,145.54 per month on April 5, 1977 and October 1, 1977, respectively. For Regular Part-time Registered Nurses, special hiring rate is \$55.70 and \$60.54 per tour on April 5, 1977 and October 1, 1977, respectively. After 6 months' service, employees will be treated as having completed 6 months' service at the first step on the grid.

The desirability of maintaining the special hiring rate will be reviewed upon the expiration of the agreement.

Effective	<u>Oct. 1/76</u>	<u>Oct. 1/77</u>
General Increases	\$93 per month*	\$75 per month
Registered Nurse	\$1,208-\$1,408 (\$1,115-\$1,315)	\$1,283-\$1,483
Regular Part-time Registered Nurse	\$60.54-\$69.98** (\$55.70-\$65.69)	\$64.00-\$73.44
Assistant Head Nurse	\$1,252.33-\$1,469.37*** (\$1,155.95-\$1,372.33)	\$1,330.09-\$1,547.64

Probationary period is 60 tours worked. Maximum rates are reached after seven annual increases.

**Rates shown for Regular Part-time Registered Nurse include a 6.24% add-on (unchanged) in lieu of fringe benefits.

***The percentage differential between the rates for Registered Nurse and Float Nurse or Assistant Head Nurse at each step in their respective salary ranges is maintained.

*Note: Increases are subject to approval by the Anti-Inflation Board and are withheld pending such approval.

The following changes will become effective the first pay period following the release of the arbitration award, pending approval by the Anti-Inflation Board.

Shift Premium: 0-\$1.65-\$1.65 (0-\$1.55-\$1.55) per shift.

Standby Pay
(Full-time
Nurses): \$20 (\$17).

Paid Holidays 10 designated days (unchanged) plus a renewal of the non-recurring,
(Full-time floating, non-premium holiday provided in the previous agreement.
Nurses):

Paid Vacation 5 weeks (new) after 22 years' service.
(Full-time
Nurses):

Bereavement Brother-in-law and sister-in-law are included for 1 day's paid
Leave: leave to attend the funeral.

Paid Leave Members of the Negotiating Committee who are scheduled to work on
(Full-time the day of negotiations shall not be expected to report for work
Nurses): following such meeting if the meeting exceeds 4 hours in duration
(new).

Service requirement of 3 months' continuous employment for eligibility to serve on the Negotiation or Grievance Committees is waived.

Health and Semi-Private Hospitalization Plan (new) - Employer pays 100% of
Welfare: premium costs for full-time nurses.

Responsibility A general duty nurse who is placed in charge of a unit for a full
Allowance: shift receives \$2.50 (\$1.00) per shift.

Recognition 1 increment for each two years of service or 400 tours worked, to
of Related a maximum of 6 (3) increments.
Service:

LOCAL ADMINISTRATION

North Bay City Corporation - Local 122, Canadian Union of Public Employees (CLC)
(hourly-rated and salaried employees): A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 200 employees, settled at the bargaining stage and ratified in June, 1978. Duration of negotiations - 5½ months.

Wages:	Effective	<u>Jan. 1/78</u>
	General Increase	5.3%
	<u>Hourly-Rated Employees</u>	
	General Labourer	\$5.96 (\$5.66)
	Licensed Mechanic	\$7.26 (\$6.89)

Jan 1/78

Salaried Employees

Switchboard	\$9,007-\$10,713
Operator	(\$8,554-\$10,174)

Public Works	\$13,287-\$15,484
Clerk	(\$12,618-\$14,705)

Probationary period is 3 months. Maximum rates for Switchboard Operator and Public Works Clerk are reached after five annual increases.

Cost of Living
Provision:

Inoperative, as in previous contract.

Negotiations in Progress during July 1978 covering 200 or more Employees

Employer and Location	Union	No. of Empls	Neg Sta
A & P Stores, province-wide	Foodworkers (AFL-CIO/CLC)	4,320	CO
Abitibi Forest Products (Abitibi Provincial Paper Div.), Thorold	Cdn. Paperworkers (CLC) (mill empls.)	530	ME
Abitibi Forest Products, Thunder Bay	Cdn. Paperworkers (CLC)	525	ME
Abitibi Paper Co. Ltd., Iroquois Falls, Sault Ste. Marie and Thunder Bay	Carpenters (AFL-CIO/CLC) (woods empls.)	1,350	B
Alcan Canada Products Ltd., Kingston	Steelworkers (AFL-CIO/CLC)	850	ME
Alcan Canada Products Ltd., Aluminum Goods Div., Toronto	Steelworkers (AFL-CIO/CLC)	326	CO
Algoma Steel Corp., Ltd., Sault Ste. Marie	Steelworkers (AFL-CIO/CLC) (clerical and technical empls.)	500	PC
Algoma Steel Corp., Ltd., Sault Ste. Marie	Steelworkers (AFL-CIO/CLC) (production empls.)	6,500	ME
Algoma Steel Corp., Ltd., Transportation Dept., Sault Ste. Marie	United Transportation Union (AFL-CIO/CLC) (switchmen and locomotive engineers)	200	B
Algoma Steel Corp., Ltd., Algoma Ore Div., Wawa	Steelworkers (AFL-CIO/CLC) (mine empls.)	600	PC
Allis-Chalmers Canada Ltd., Stephens-Adamson Div., Belleville	Steelworkers (AFL-CIO/CLC)	200	B
American Motors (Canada) Ltd., Brampton	Auto Workers (CLC)	1,170	B
Atlific Restaurants Ltd., Toronto	Hotel Employees (AFL-CIO/CLC)	225	CO
Atomic Energy of Canada Ltd., Chalk River and Deep River**	Atomic Energy Allied Council (AFL-CIO/CLC) (various unions)	910	CO
Atomic Energy Engineering Co., Sheridan Park**	Public Service Alliance of Canada (CLC)	210	CB
Atomic Energy Radio-Chemical Co., Ottawa**	CLC-Directly Chartered	232	CB
Babcock & Wilcox Canada Ltd., Cambridge	Steelworkers (AFL-CIO/CLC)	850	B
Bata Footwear (Div. of Bata Industries), Batawa, Campbellford and Picton	Retail Clerks (AFL-CIO/CLC)	950	B
Borg-Warner (Canada) Ltd., Long Manufacturing Div., Cambridge	Machinists (AFL-CIO/CLC)	200	PC

* See page 518 for definition of codes.

** Federal jurisdiction

Negotiations in Progress During July 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
nt County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	560	B
nt County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	409	B
ada Packers Poultry, Div. of Canada Packers Ltd., Walkerton	Foodworkers (AFL-CIO/CLC)	225	CO
ada Safeway Ltd., southeastern ntario	Retail Clerks (AFL-CIO/CLC) (full and part-time empls.)	1,015	B
adian Appliance Manufacturing o. Ltd. (Camco), London	Steelworkers (AFL-CIO/CLC) (pro- duction and office empls.)	610	B
adian Appliance Manufacturing o. Ltd. (Camco), Weston	Steelworkers (AFL-CIO/CLC) (hourly- rated empls.)	500	PCB
adian Automatic Sprinkler ssn.	Plumber (AFL-CIO/CLC)	675	B
adian Fram Ltd., Chatham	Auto Workers (CLC)	715	B
adian Red Cross Society, lood Transfusion Service, amilton, London, Ottawa and ronto	Cdn. Red Cross Blood Transfusion Service Employees (Ind.)	217	B
adian Shipbuilding & ngineering Ltd. (Collingwood hipyard Div.)	Steelworkers (AFL-CIO/CLC)	500	CO
adian Standards Assn., ronto	CUPE (CLC)	215	B
leton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,100	B
leton Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	780	B
leton University, Ottawa	Academic Staff Assn. (Ind.) (university professors, librarians and instructors)	645	CO(R)
leton University, Ottawa	Support Staff Assn. (Ind.) (clerical, technical, adminis- trative and service empls.)	650	B
enters Bargaining Agency or the Ont. Acoustical ssn., Ont. Caulking ontractors Assn., Ont. Labour elations Bureau General Con- ractors Assn., Ont. Resilient looring Contractors Assn. and ndustrial Contractors Assn. f Canada	Carpenters (AFL-CIO/CLC)	13,000	MED/WS

Negotiations in Progress During July 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg Sta
Chatham Public General Hospital	Service Employees (AFL-CIO/CLC)	210	CO
Coca-Cola Ltd., Belleville, Hamilton, Kitchener, London, Niagara Falls, Ottawa, Peterborough, Sudbury, Toronto and Windsor	Cdn. Brewery Workers (CLC) (pro- duction empls.)	1,005	B
Computing Devices Co., Ottawa	Employees' Assn. (Ind.)	600	B
Construction Site Teamster Employer Bargaining Agency	Teamsters (Ind.)	500	B
Consumers' Gas Co., Metropolitan Toronto and other centres	Independent Gas Workers' Union	670	B
Cooper of Canada Ltd., Toronto	Potters (AFL-CIO/CLC) (pro- duction empls.)	760	B
Cooper-Bessemer of Canada Ltd., Stratford	Machinists (AFL-CIO/CLC)	214	MEI
DRG Packaging Ltd., Leaside	Printing and Graphic Communi- cations (AFL-CIO/CLC)	525	B
Dayton Tire Canada Ltd., Whitby	Rubber Workers (AFL-CIO/CLC)	510	PC
The de Havilland Aircraft of Canada, Ltd., Toronto	Auto Workers (CLC) (hourly- rated empls.)	2,500	WS
The de Havilland Aircraft of Canada, Ltd., Toronto	Auto Workers (CLC) (office and clerical empls.)	400	CO
Dominion Stores Ltd., Amherstburg and Windsor	Steelworkers (AFL-CIO/CLC) (retail food empls.)	600	CO
Dominion Stores Ltd., northern Ontario	Retail, Wholesale Employees (AFL-CIO/CLC) (full and part- time empls.)	800	B
Dominion Stores Ltd., Sault Ste. Marie and northern Ontario	Retail, Wholesale Employees (AFL-CIO/CLC)	450	B
Dominion Stores Ltd., Sudbury	Retail, Wholesale Employees (AFL-CIO/CLC) (part-time empls.)	300	B
Dominion Stores Ltd., Toronto	Retail, Wholesale Employees (AFL-CIO/CLC) (warehousemen)	990	CO
Domtar Fine Papers Ltd., Cornwall	Cdn. Paperworkers (CLC) (mill empls.)	1,150	CO
Domtar Packaging Ltd., Kraft Paper and Board Div., Red Rock	Cdn. Paperworkers (CLC)	439	B
Domtar Packaging Ltd., Toronto	Cdn. Paperworkers (CLC)	300	CO

Negotiations in Progress During July 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Trading Co. Ltd., Toronto	Cdn. Chemical Workers (Ind.)	432	WS
Reuil Brothers Ltd., Breuilville	Employees' Assn. (Ind.)	276	PCB
Merin-Peel Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,100	B
Am Board of Education	CUPE (CLC) (maintenance and service empls., custodians and bus drivers)	350	MED
Am Board of Education	CUPE (CLC) (office and clerical empls.)	202	MED
Am Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,360	B
Am Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,000	MED
Am Regional Municipality	CUPE (CLC) (service, office, technical and professional empls.)	325	B
Eddy Forest Products Ltd., Danola	Cdn. Paperworkers (CLC) and Electrical Workers (IBEW) (AFL- CIO/CLC) (mill empls.)	730	CO
Prohome Ltd., Kitchener and Waterloo	Electrical Workers (IBEW) (AFL- CIO/CLC)	850	B
County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	441	B
Ltd., London	Steelworkers (AFL-CIO/CLC)	360	B
Coke Borough	Fire Fighters (AFL-CIO/CLC)	365	ARB
Onbridge Nickel Mines Ltd., Falconbridge	Mine, Mill and Smelter Workers (Ind.)	2,900	B
Seasons Hotel, Toronto	Laundry Workers (CLC)	250	CO
Kenac County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	525	B
Kenac County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	500	B
Kenac-Lennox and Addington County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	206	B
Ltd., Hill St. Plant, Gus	Steelworkers (AFL-CIO/CLC)	380	CO
Lakes Paper Ltd., Thunder Bay	Cdn. Paperworkers (CLC)	1,700	CO

Negotiations in Progress During July 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg Sta
Great Lakes Paper Co., Ltd., Thunder Bay	Carpenters (AFL-CIO/CLC) (woods empls.)	1,200	B
Grey County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	317	B
Griffith Mine, Pickands Mather & Co., Bruce Lake	Steelworkers (AFL-CIO/CLC)	400	B
Halton Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Ont. Secondary School Teachers' Fed. (Ind.)	2,450	B
Halton Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	303	B
Hamilton City Board of Education	CUPE (CLC) (caretakers, maintenance empls. and bus drivers)	256	B
Hamilton City Board of Education	CUPE (CLC) (cleaning and cooking staff)	320	B
Hamilton City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,370	MED
Hamilton City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,135	B
Hamilton City Corp.	Fire Fighters (AFL-CIO/CLC)	430	ARB
Hamilton-Wentworth Regional Board of Commissioners of Police	Police Assn. (Ind.)	690	B
Hamilton-Wentworth Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,100	B
Hammond Manufacturing Co. Ltd., Guelph	Employees' Assn. (Ind.)	500	B
Harbour Castle Hilton Hotel, Toronto	Laundry Workers (CLC)	800	B
Harding Carpets, Brantford	Cdn. Textile and Chemical Union (CCU)	282	MED
Harvey Woods Ltd., (Hosiery and Underwear Divs.) and Kroy Unshrinkable Wools Ltd., Toronto and Wood- stock	Clothing and Textile Workers (AFL- CIO/CLC)	500	B
Hastings County Board of Education	Fed. Of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	590	B
Hastings County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	520	B

Negotiations in Progress During July 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Stings-Prince Edward County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	200	B
Waker Siddeley Canada Ltd., Brenda Div., Toronto	Machinists (AFL-CIO/CLC)	415	B
an T. Hepburn Ltd., Mississauga and Toronto plants	Steelworkers (AFL-CIO/CLC)	204	MED/WS
Way Market Ltd., Kitchener and Waterloo	Retail Clerks (AFL-CIO/CLC)	260	B
iday Inn and four other hotels, Ottawa	Hotel Employees (AFL-CIO/CLC)	670	CO
on County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	351	B
erial Tobacco Ltd./Ltee. Div. of Imasco Ltd.), uelph	Tobacco Workers (AFL-CIO/CLC) (plant, warehouse and office empls.)	750	B
ernational Hardware Co. f Canada Ltd., Belleville	Molders (AFL-CIO/CLC) (production, maintenance, office and clerical empls.)	221	PCB
ernational Nickel Co. f Canada Ltd., Port Colborne	Steelworkers (AFL-CIO/CLC) (hourly-rated empls.)	750	PCB
ernational Nickel Co. f Canada Ltd., Sudbury	Steelworkers (AFL-CIO/CLC) (plant and mine empls.)	11,750	PCB
t County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	600	B
t County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	500	B
berly-Clark of Canada Ltd., onglac	Carpenters (AFL-CIO/CLC) (woods empls.)	700	B
berly-Clark of Canada Ltd., exdale	Cdn. Paperworkers (CLC) (production empls.)	500	B
chener City Corp., Transit div., Supply and Services ept.	Railway, Transport and General Workers (CLC)	209	B
chtel Furniture Ltd., anover	Woodworkers (AFL-CIO/CLC)	230	CO
ourers Bargaining Agency for labour Bureau of the Ont. eneral Contractors Assn., Ont. asonry Industry Employers ouncil, Industrial Contractors Assn., Ont. Water-roofing Contractors Assn. nd Ont. Concrete Floor ontractors Assn.	Labourers (AFL-CIO/CLC)	20,000	MED

Negotiations in Progress During July 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg. Stag
Lakehead Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	640	B
Lakehead Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	580	B
Lakehead District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	320	B
Lambton County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	695	ARB
Leeds and Grenville County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	535	B
Leeds and Grenville County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	353	B
Lennox and Addington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	262	B
Lincoln County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	945	B
Lincoln County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	770	B
Lincoln County Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	383	B
Loblaws Ltd., Ottawa and other centres	Retail Clerks (AFL-CIO/CLC) (full and part-time empls.)	685	B
Loblaws Ltd., Toronto and other centres	Foodworkers (AFL-CIO/CLC) (full and part-time empls.)	680	B
Loblaws Ltd., Toronto and other centres	Retail Employees (CLC) (full and part-time empls.)	6,150	CO
London City Board of Education	CUPE (CLC) (office empls., full and part-time)	300	B
London City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,275	B
London City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,110	B
London City Corp.	Fire Fighters (AFL-CIO/CLC)	294	ARB
London Transportation Commission	Transit Union (AFL-CIO/CLC)	350	CO
Mack Trucks Canada Ltd., Oakville	Machinists (AFL-CIO/CLC)	400	CO

Negotiations in Progress During July 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
hews Conveyer Co. Ltd., ort Hope and Cobourg	Machinists (AFL-CIO/CLC)	216	B
ropolitan Toronto partment Builders	Intl. Operating Engineers (AFL-CIO/CLC)	400	B
ropolitan Toronto Board f Commissioners of Police	Police Assn. (Ind.) (policemen)	5,300	ARB
dlesex County Board of ducation	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	363	B
dlesex County Board of ducation	Ont. Secondary School Teachers' Fed. (Ind.)	255	B
sisauga City Corp., ransit Dept.	Transit Union (AFL-CIO/CLC)	245	CO
santo Canada Ltd., oodbridge	Clothing and Textile Workers (AFL-CIO/CLC)	275	CO
re Corp. Ltd., Moore usiness Forms Div., Fergus	Printing and Graphic Communications (AFL-CIO/CLC)	206	PCB
nt Sinai Hospital, Toronto	Service Employees (AFL-CIO/CLC) (office and clerical empls.)	208	ARB
koka Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	235	B
ional Elevator and scalator Assn.	Elevator Constructors (AFL-CIO/ CLC)	1,200	B
gara Regional Municipality (Homes for Senior Citizens), agara Falls, Port Colborne, t. Catharines and Welland	CUPE (CLC)	460	B
gara South Board of ducation	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	955	MED
gara South Board of ducation	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco- Ontariens (Ind.)	850	B
issing Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	275	B
issing Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco- Ontariens (Ind.)	400	B
issing District Roman atholic Separate School board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	450	B

Negotiations in Progress During July 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg Sta
Norfolk Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	225	B
J.H. Normick Ltd., Cochrane Div., Cochrane	Carpenters (AFL-CIO/CLC)	230	B
North York Borough Board of Education	CUPE (CLC) (caretakers, matrons and bus drivers)	830	PC
North York Borough Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	2,600	B
North York Public Library Board	CUPE (CLC)	345	CO
Northern Telephone Ltd., province-wide**	Communications Workers of Canada (CLC)	225	ME
Northumberland and Newcastle Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	565	B
Northumberland and Newcastle Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	456	B
Ontario Boilermaker Contractors Assn.	Boilermakers (AFL-CIO/CLC)	1,400	B
Ontario Council of Regents of Colleges of Applied Arts and Technology, province- wide	OPSEU (Ind.) (academic staff, librarians and counsellors)	6,155	ME
Ontario Council of Regents of Colleges of Applied Arts and Technology, province- wide	OPSEU (Ind.) (support staff empls.)	7,000	B
Ontario General Contractors Assn., Industrial Contractors Assn. of Canada, Ont. Water- proofing Contractors Assn. and Ont. Concrete Floor Contractors Assn. Labour Relations Bureau	Plasterers (AFL-CIO) (cement masons)	1,500	CO
Ontario General Contractors Assn. Labour Relations Bureau and Ont. Walls & Ceilings Contractors Assn.	Plasterers (AFL-CIO) (plasterers)	1,200	CO
Ontario Government	OPSEU (Ind.) (general adminis- tration category)	4,735	B
Ontario Government	OPSEU (Ind.) (scientific and professional category)	3,635	B
Ontario Government	OPSEU (Ind.) (technical services category)	4,780	B
Ontario Government (Employee Benefits)	OPSEU (Ind.)	52,000	B

Negotiations in Progress During July 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
ario Housing Corp. and all Housing Authorities, province-wide	CUPE (CLC) (office and maintenance empls.)	800	B
ario Hydro, Richard L. Hearn G.S. Unit, Toronto and J. Clark Keith G.S. Unit, Windsor	Cdn. Operating Engineers (CCU)	311	PCB
ario Liquor Control Board and Ont. Liquor Licence Board, province-wide	Employees' Assn. (NUPGE) (CLC)	3,485	MED
ario-Minnesota Pulp and Paper Co. Ltd., Fort Frances	Machinists (AFL-CIO/CLC)	220	MED
ario-Minnesota Pulp and Paper Co. Ltd., Kenora	Machinists (AFL-CIO/CLC)	200	B
ario-Minnesota Pulp and Paper Co. Ltd., Fort Frances and Kenora	United Paperworkers (AFL-CIO/CLC) (mill empls.)	930	B
ario Paper Co., Ltd., Thorold	Cdn. Paperworkers (CLC), Cdn. Operating Engineers (CCU) and ILA (AFL-CIO/CLC)	950	CO
ario Roadbuilders Assn. and Ont. Sewer and Water-main Contractors Assn. Labour Bureau	Intl. Operating Engineers (AFL-CIO/CLC), Labourers (AFL-CIO/CLC) and Teamsters (Ind.)	1,800	PCB
awa Area Signatory Contractors	Labourers (AFL-CIO/CLC) and Teamsters (Ind.)	250	PCB
awa Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,150	B
awa Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,650	B
awa City	Police Assn. (Ind.)	590	B
awa City and Regional Municipality of Ottawa-Carleton	CUPE (CLC) (civic empls.)	3,090	B
awa Civic and other Hospitals, province-wide	CUPE (CLC) (non-medical empls.)	13,000	CO
awa General, Riverside and Wellesley Hospitals, Ottawa and Toronto	OPSEU (Ind.) (paramedical empls.)	243	ARB
awa Roman Catholic Separate School Board	Hotel Employees (AFL-CIO/CLC)	221	B
awa Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,090	MED

Negotiations in Progress During July 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg Sta
Oxford County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	515	B
Peel Board of Education	CUPE (CLC) (office and clerical empls.)	490	CO
Peel Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	2,400	B
Peel Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,700	B
Penmans, Div. of Domil Industries Ltd., Brantford and Paris	Clothing and Textile Workers (AFL-CIO/CLC)	385	CO
Perth County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	378	B
Perth County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	306	B
Peterborough County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	550	B
Peterborough County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	446	ME
Peterborough-Victoria- Northumberland & Newcastle Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	270	ME
Philips Electronics Ltd., (Strathroy Furniture Div.)	Christian Labour Assn. (Ind.)	200	CO
Phillips Cables Ltd., Brockville	Electrical Workers (IUE) (AFL- CIO/CLC)	500	B
Plaza II Hotel, Toronto	Hotel Employees (AFL-CIO/CLC)	250	B
Port Arthur Shipbuilding Co., Thunder Bay	Steelworkers (AFL-CIO/CLC)	200	ME
Prescott-Russell County Roman Catholic Separate School Board	Assn. des Enseignants Franco- Ontariens and Ont. English Catholic Teachers' Assn. (Ind.)	385	B
Provincial Schools Authority, province-wide	Fed. of Provincial Schools Authority Teachers (Ind.)	700	B
Reed Ltd., Dryden	Cdn. Paperworkers (CLC) and Intl. Operating Engineers (AFL-CIO/ CLC)	900	B
Reed Packaging Ltd., Corrugated Div., Toronto	Printing and Graphic Communi- cations (AFL-CIO/CLC)	247	CO
Renfrew County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	435	AR

Negotiations in Progress During July 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
al York Hotel, Toronto	Hotel Employees (AFL-CIO/CLC)	870	CO
Catharines General ospital	Ont. Nurses' Assn. (Ind.)	360	ARB
Joseph Religious ospitallers of Hotel eu, Windsor	Ont. Nurses' Assn. (Ind.)	312	ARB.
Joseph's Hospitals, atham and London	Ont. Nurses' Assn. (Ind.) (part- time nurses)	220	B
Michael's Hospital, oronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	585	B
ation Army Grace Hospital, ndsor	Service Employees (AFL-CIO/CLC) (Service Unit)	250	B
t Ste. Marie Board of ucation	Ont. Secondary School Teachers' Fed. (Ind.)	402	ARB
t Ste. Marie District man Catholic Separate hool Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	304	B
orough Centenary spital Assn.	Ont. Nurses' Assn. (Ind.)	324	ARB
orough Public Utilites mmission	Electrical Workers (IBEW) (AFL- CIO/CLC) (maintenance empls.)	250	CO
Schneider, Inc., tchener	Employees' Assn. (Ind.)	1,985	B
oe County Board of ucation	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,285	B
oe County Board of ucation	Ont. Secondary School Teachers' Fed. (Ind.)	940	B
r Furniture Ltd., ppler Div., Hanover	Woodworkers (AFL-CIO/CLC)	280	CO
rville Belkin Industries d., London	Cdn. Chemical Workers (CLC)	205	B
ce Falls Power and Paper Ltd. and Kimberly-Clark Canada Ltd., Kapuskasing	Cdn. Paperworkers (CLC) and Electrical Workers (IBEW) (AFL-CIO/CLC)	1,300	PCB
ce Falls Power and Paper Ltd., Kapuskasing	Carpenters (AFL-CIO/CLC) (woods empls.)	500	B
on Pipes Ltd., Hamilton	Steelworkers (AFL-CIO/CLC)	230	MED/WS
berg Ltd., southern ario	Foodworkers (AFL-CIO/CLC)	5,030	CO
berg Ltd. (Miracle rt Div.), Toronto and er centres	Foodworkers (AFL-CIO/CLC)	645	B

Negotiations in Progress During July 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg' Stag
Stormont, Dundas and Glengarry County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	386	B
Stormont, Dundas and Glengarry County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	555	B
Stormont, Dundas and Glengarry County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	500	B
Storwal International Ltd., Pembroke	Steelworkers (AFL-CIO/CLC)	300	CO
Sudbury Board of Education	CUPE (CLC)	450	B
Sudbury Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	880	MED
Sudbury District Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,040	B
Sudbury Regional Police Dept.	Police Assn. (Ind.)	215	ARE
Sunnybrook Hospital and 3 other hospitals, Toronto	Service Employees (AFL-CIO/CLC) (office and clerical empls.)	685	B
TCF of Canada Ltd., Cornwall	Clothing and Textile Workers (AFL-CIO/CLC)	300	B
G. Tamblyn Ltd., various centres	Retail Clerks (AFL-CIO/CLC)	500	B
Thunder Bay City Corp., Grandview Lodge and Dawson Home for the aged	Service Employees (AFL-CIO/CLC)	360	B
Thunder Bay Grocery Stores	Retail Clerks (AFL-CIO/CLC)	475	CO
Toronto Cloak Manufacturers Assn.	Ladies' Garment Workers (AFL-CIO/ CLC)	800	B
Toronto Dress and Sportswear Mfgs. Guild (Dress and Sportswear Divs.)	Ladies' Garment Workers (AFL-CIO/ CLC)	1,200	CO
Toronto Form Work Assn. (Residential Concrete Forming Contractors)	Intl. Operating Engineers (AFL- CIO/CLC)	200	PCE
Toronto Mechanical Con- tractors Assn. (Metro- politan Plumbing and Heating Contractors Div.) (Residential Sector)	Plumbers (AFL-CIO/CLC)	800	B

Negotiations in Progress During July 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Onto Metropolitan School Board and Boards of Education for Toronto City and the Boroughs of East York, Etobicoke, Scarborough and York	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	6,000	B
Onto Metropolitan Separate School Board	CUPE (CLC) (maintenance, services and plant empls.)	755	B
Onto Metropolitan Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	4,500	B
Onto Public Library Board	CUPE (CLC)	375	CO
Onto Transit Commission	Transit Union (AFL-CIO/CLC)	6,685	CO
On Carbide Canada Ltd., Windsor	Printing and Graphic Communications (AFL-CIO/CLC)	373	CO
royal Ltd., Chemical Div., Mira	Steelworkers (AFL-CIO/CLC)	200	MED/WS
iversity of Toronto	Service Employees (AFL-CIO/CLC) (non-teaching empls.)	710	CO
iversity of Windsor (Maintenance Dept.)	CUPE (CLC)	225	PMB
iversity of Windsor	Service Employees (AFL-CIO/CLC) (office and clerical empls.)	325	CO
coria Hospital Corp., London	Office Employees (AFL-CIO/CLC)	350	ARB
coria and other area hospitals, London and other centres	Service Employees (AFL-CIO/CLC) (non-medical empls.)	3,100	CO
CO Ltd., Stoney Creek	Electrical Workers (UE) (CLC)	230	CO
am Walker & Sons Ltd., Elkherville	Auto Workers (CLC)	700	WS
erloo County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	800	MED
wood of Canada Ltd., Anglac Plywood Div.	Carpenters (AFL-CIO/CLC)	300	B
ington County Board Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	740	B
ington County Board Education	Ont. Secondary School Teachers' Fed. (Ind.)	510	B
ington County Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	214	B

Negotiations in Progress During July 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg. Stag
Wentworth County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	425	AR
Westeel-Rosco Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	330	ME
Westinghouse Canada Ltd., Hamilton	Electrical Workers (UE) (CLC)	1,800	WS
Winchester Western (Canada) Ltd., Cobourg	Machinists (AFL-CIO/CLC)	240	B
Windsor Board of Education	CUPE (CLC) (caretakers, maintenance empls. and bus drivers)	270	PC
Windsor Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	740	ME
Windsor City Corp.	CUPE (CLC) (inside empls.)	650	CO
Windsor City Corp. (Public Works and Parks and Recreation Depts.)	CUPE (CLC)	350	PC
Windsor Utilities Commission	Electrical Workers (IBEW) (AFL-CIO/CLC)	225	CO
Workmen's Compensation Board, province-wide	CUPE (CLC) (rehabilitation workers, clerks, registered nurses, etc.)	1,200	AR
York Borough Corp. (Works, Parks and Recreation Depts.)	CUPE (CLC)	300	B
York County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,250	B
York County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	960	B
York University, Toronto	Faculty Assn. (Ind.)	1,040	B
York University, Toronto	Graduate Assistants Assn. (Ind.) (part-time teachers, demonstrators, tutors and markers)	1,000	B
York University, Toronto	Staff Assn. (Ind.) (secretarial, clerical and technical empls.)	1,000	B
<u>MORE THAN ONE PROVINCE</u>			
Air Canada, system-wide**	Machinists (AFL-CIO/CLC) (main-tenance, overhaul, etc., empls.)	6,915	PC
Burns Meats Ltd., Ont., Man., Sask., Alta. and B.C.	Foodworkers (AFL-CIO/CLC)	2,000	CO
CIP Containers, Pointe-aux-Trembles, Que. and Burlington London, Markham and Rexdale, Ont.	Cdn. Chemical Workers (Ind.) and Cdn. Paperworkers (CLC)	950	CO

**Federal jurisdiction

Negotiations in Progress during July 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Air, system-wide**	Air Line Flight Attendants (CLC)	900	B
Air, system-wide**	Air Line Pilots (Ind.)	600	CO
Air, system-wide**	Machinists (AFL-CIO/CLC)	1,750	B
Canada Packers Ltd. and Wilsil Ltd., P.E.I., Que., Ont., Man., Sask., Alta. and B.C.	Foodworkers (AFL-CIO/CLC)	5,800	WS
Canadian Broadcasting Corp., Canada-wide**	Broadcast Employees (NABET) (CLC)	2,950	PCB
Canadian Lake Carriers Assn., Great Lakes and St. Lawrence**	Marine Officers (AFL-CIO/CLC) (marine engineer officers)	353	CB
Canadian Lake Carriers Assn., Great Lakes and St. Lawrence**	Merchant Service Guild (CLC) (deck officers)	427	B
Dominion Stores Ltd., Hull, Que. and Toronto and other centres, Ont.	Retail, Wholesale Union (AFL-CIO/CLC)	11,000	CO
B. Eddy Forest Products Ltd., Hull, Que. and Ottawa, Ont.	Cdn. Paperworkers (CLC) and Machinists (AFL-CIO/CLC) (mill empls.)	1,630	CO
W Ltd.-Ltee, Dundas, Fergus, Hamilton, London and Stoney Creek, Ont. and Montreal, Que.	Steelworkers (AFL-CIO/CLC)	625	CO
Government of Canada (Treasury Board)**	Cdn. Union of Professional & Technical Employees (Ind.) (translation group)	1,175	B
Government of Canada (Treasury Board)**	Economists, Sociologists and Statisticians Assn. (Ind.)	2,465	B
Government of Canada (Treasury Board)**	Letter Carriers (CLC)	17,590	CB
Government of Canada (Treasury Board)**	Merchant Service Guild (CLC) (ships' officers)	1,305	ARB
Government of Canada (Treasury Board)**	Postal Officials (Ind.) (postal supervisors)	3,930	B
Government of Canada (Treasury Board)**	Postal Workers (CLC) (postal operations group, non-supervisory)	19,280	CB
Government of Canada (Treasury Board)**	Professional Institute (PIPS) (Ind.) (architecture and town planning group)	417	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (biological sciences group)	850	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (commerce group)	1,475	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (engineering and land survey group)	2,220	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (meteorology group)	535	B

Federal jurisdiction

Negotiations in Progress during July 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Ne St
Government of Canada (Treasury Board)**	PIPS (Ind.) (nursing group)	2,110	1
Government of Canada (Treasury Board)**	PIPS (Ind.) (scientific research group)	2,045	
Government of Canada (Treasury Board)**	PIPS (Ind.) (veterinary science group)	550	1
Government of Canada (Treasury Board)**	Public Service Alliance of Canada (PSAC) (CLC) (administrative services group)	4,740	A
Government of Canada (Treasury Board)**	PSAC (CLC) (clerical and regulatory group)	49,380	1
Government of Canada (Treasury Board)**	PSAC (CLC) (drafting and illustration group)	2,060	1
Government of Canada (Treasury Board)**	PSAC (CLC) (engineering and scientific support group)	8,080	0
Government of Canada (Treasury Board)**	PSAC (CLC) (financial administration group)	1,550	1
Government of Canada (Treasury Board)**	PSAC (CLC) (fire fighters, supervisory and non-supervisory)	1,520	1
Government of Canada (Treasury Board)**	PSAC (CLC) (general services group, supervisory and non-supervisory)	13,550	1
Government of Canada (Treasury Board)**	PSAC (CLC) (operational group, heating, power and stationary, supervisory and non-supervisory)	2,855	1
Government of Canada (Treasury Board)**	PSAC (CLC) (programme administration group)	21,510	
Government of Canada (Treasury Board)**	PSAC (CLC) (radio operations group)	1,170	1
Government of Canada (Treasury Board)**	PSAC (CLC) (secretarial, stenographic and typing group)	12,140	1
Government of Canada (Treasury Board)**	PSAC (CLC) (welfare programme group)	1,560	A
Greyhound Lines of Canada, system-wide**	Transit Union (AFL-CIO/CLC) (operators and maintenance and terminal empls.)	900	
National Research Council of Canada, Canada-wide**	Professional Institute (Ind.) (professional and scientific category)	850	
National Research Council of Canada, Canada-wide**	Research Council Employees Assn. (Ind.) (technical category)	980	
Steinberg Ltd., Ottawa and other centres, Ont. and Hull and Gatineau, Que.	Retail Clerks (AFL-CIO/CLC)	1,000	
Swift Canadian Co. Ltd., Ont., Man., Alta. and B.C.	Foodworkers (AFL-CIO/CLC) (production empls.)	1,850	

**Federal jurisdiction

Negotiations in Progress during July 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Super Lakes Shipping, Great Lakes and St. Lawrence**	Railway, Transport and General Workers (CLC) (unlicensed personnel)	525	CO

Definitions of Codes for Negotiation Stages

- B - Direct Bargaining
- DMO - Direct Mediation Officer
- CO - Conciliation
- CB - Conciliation Board
- MED - Mediation
- PCB - Post Conciliation Bargaining
- ARB - Arbitration
- WS - Work Stoppage
- B/WS - Bargaining After a Work Stoppage
- MED/WS - Mediation During a Work Stoppage
- F - Fact Finder
- PMB - Post Mediation Bargaining
- PFB - Post Fact Finder Bargaining
- (R) - (R) following the stage of negotiations
indicates that the existing contract has
been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in August 1978

Employer and Location	Union	No. Empl
Abitibi Paper Co. Ltd., Woods Div., Iroquois Falls	Carpenters (AFL-CIO/CLC)	6
Abitibi Paper Co. Ltd., Lakehead Woodlands Div., Thunder Bay	Carpenters (AFL-CIO/CLC)	4
Alcan Canada Products Ltd., Aluminum Goods Div., Toronto	Steelworkers (AFL-CIO/CLC)	3
American Can of Canada Ltd., Woodlands Dept., Marathon	Carpenters (AFL-CIO/CLC)	2
Babcock & Wilcox Canada Ltd., Cambridge	Steelworkers (AFL-CIO/CLC)	8
Brant County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	5
Brant County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	4
Bruce County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	3
Bruce County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	2
Canadian Fram Ltd., Chatham	Auto Workers (CLC)	7
Carleton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,1
Carleton Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	7
Carleton Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	7
Champion Road Machinery Ltd., Goderich	Machinists (AFL-CIO/CLC)	7
D.R.G. Packaging Ltd., Toronto	Printing & Graphic Communications (AFL-CIO/CLC)	5
de Havilland Aircraft of Canada, Ltd., Toronto	Auto Workers (CLC) (office and clerical empls.)	4
Dominion Stores, Sarnia	Steelworkers (AFL-CIO/CLC)	2
Domtar Woodlands Ltd., Nipigon	Carpenters (AFL-CIO/CLC)	2
Dufferin-Peel Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,1

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in August 1978 (Cont'd)

Employer and Location	Union	No. of Empls.
ham Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,360
ham Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,000
ly Forest Products Ltd., Woods Operations, Espanola	Carpenters (AFL-CIO/CLC)	450
gin County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	441
o Ltd., London	Steelworkers (AFL-CIO/CLC)	360
ex County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	506
conbridge Nickel Mines Ltd., Sudbury District	Mine, Mill and Smelter Workers (Ind.)	2,900
ntenac County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	525
ntenac County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	500
ntenac-Lennox and Addington County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	206
ndale Corp., Strathroy	Machinists (AFL-CIO/CLC)	200
at Lakes Paper Co. Ltd., Thunder Bay	Carpenters (AFL-CIO/CLC) (woods empls.)	1,200
y County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	522
y County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	317
ton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,324
ton Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,126
ton Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	303

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in August 1978 (Cont'd)

Employer and Location	Union	No. Empl
Hamilton City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,
Hamilton City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,
Hamilton-Wentworth Roman Catholic Separate School Board	Ont. English Catholic Teachers' 1, Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	
Harding Carpets, Brantford	Cdn. Textile and Chemical Union (CCU)	
Harvey Woods Ltd. (Underwear Div.), Woodstock	Clothing and Textile Workers (AFL-CIO/CLC)	
Hastings County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	
Hastings County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	
Hastings-Prince Edward County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	
Huron County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	
Huron County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	
International Malleable Iron Co. Ltd., Guelph	Steelworkers (AFL-CIO/CLC)	
Kent County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	
Kent County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	
Kimberly-Clark of Canada Ltd., Etobicoke	Cdn. Paperworkers (CLC) (produc- tion empls.)	
Kimberly-Clark of Canada Ltd., Thunder Bay	Carpenters (AFL-CIO/CLC) (woods empls.)	
Lakehead Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	
Lakehead Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	
Lakehead District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in August 1978 (Cont'd)

Employer and Location	Union	No. of Empls.
Mark County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	274
Mark County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	209
Eds and Grenville County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	535
Eds and Grenville County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	353
nox and Addington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	262
icoln County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	945
icoln County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	770
icoln County Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	383
ndon City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,275
ndon City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,110
ndon and Middlesex Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	500
ck Trucks Canada Ltd., Oakville	Machinists (AFL-CIO/CLC)	400
iddlesex County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	363
iddlesex County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	255
skoka Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	235
agara South Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. and Assn. des En- seignants Franco-Ontariens (Ind.)	955
agara South Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco- Ontariens (Ind.)	850
issing Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	275
issing Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco- Ontariens (Ind.)	400

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in August 1978 (Cont'd)

Employer and Location	Union	No. Emp
Nipissing District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	
Norfolk Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	
Northumberland and Newcastle Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	
Northumberland and Newcastle Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	
Ontario Council of Regents for Colleges of Applied Arts and Technology, province-wide	OPSEU (Ind.) (support staff empls.)	7,
Ontario-Minnesota Pulp and Paper Co. Ltd., Woods Operations, Fort Frances and Kenora	Carpenters (AFL-CIO/CLC)	
Ottawa Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,
Ottawa Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,
Ottawa Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,
Oxford County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	
Peel Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	2,
Peel Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,
Perth County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	
Perth County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	
Peterborough County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	
Peterborough County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	
Peterborough-Victoria-Northumberland and Newcastle Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	
Prescott-Russell County Roman Catholic Separate School Board	Assn. des Enseignants Franco-Ontariens and Ont. English Catholic Teachers' Assn. (Ind.)	

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in August 1978 (Cont'd)

Employer and Location	Union	No. of Empls.
Provincial Schools Authority, province-wide	Fed. of Provincial Schools Authority Teachers' (Ind.)	700
Simcoe County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	400
Simcoe County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	402
Simcoe County Board of Education	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	304
Simcoe County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,285
Simcoe County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	940
Simcoe Falls Power and Paper Co. Ltd., Kapuskasing	Carpenters (AFL-CIO/CLC) (woods empls.)	500
Simcoe County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	386
Simcoe County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	555
Simcoe County Board of Education	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	500
Simcoe County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	750
Simcoe County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	880
Simcoe County Board of Education	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,040
Simcoe County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	6,000
Simcoe County Board of Education	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	4,500
Simcoe County Board of Education	PSAC (CLC) (library science group)	450
Simcoe County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	740

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in August 1978 (Cont'd)

Employer and Location	Union	No. Emp.
Waterloo County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	
Wellington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	
Wellington County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	
Wellington County Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	
Wentworth County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	
York County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1.
York County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	
York University (York Campus and Glendon College), Toronto	Staff Assn. (Ind.) (secretarial, clerical and technical empls.)	1.

CA1
L
-C53

Government
Publications



Labour
Canada

Travail
Canada

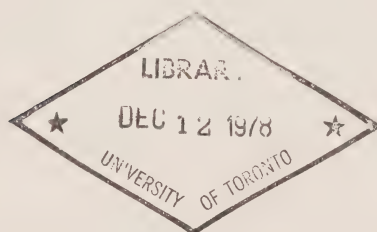


Ontario

LABOUR CANADA
OTTAWA

ONTARIO / MINISTRY OF LABOUR
= TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
August 1978



Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

Foreword

This report consists of four sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in August 1978, and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries - the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

Some of the settlements note that the wage increases are subject to the approval of the Anti-Inflation Board. This note is generally included only when part of an increase is withheld pending the Board's decision. It is not extended to other settlements which may require AIB approval, even if the wage increases appear to exceed the anti-inflation guidelines.

The second section of the report lists rulings made by the Anti-Inflation Board in August 1978 on settlements which were reported previously. The list includes only those rulings which have come to the attention of the Ministry and it may be incomplete. The action taken by the Board is indicated in terms of whether the Board approved or disapproved the settlements.

The third section lists the negotiations underway in August 1978. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The fourth section lists the agreements that are scheduled to expire in September 1978.

This report was prepared jointly by Labour Canada and the Ontario Ministry of Labour. Labour Canada reports on non-construction situations covering 500 or more employees. The Ontario Ministry of Labour reports on non-construction situations covering 200 to 499 employees and on all construction situations covering 200 or more employees.

September 29, 1978

Contents

	Page
Index to Settlements Reported	526
August 1978 Settlements	
Food and Beverage	530
Textile	535
Knitting Mills	536
Clothing	537
Wood	538
Paper and Allied	540
Primary Metal	545
Metal Fabricating	547
Transportation Equipment	549
Electrical Products	552
Chemical and Chemical Products	555
Mines	556
Transportation	556
Communication	557
Electric Power, Gas and Water Utilities	559
Education and Related Services	561
Health and Welfare Services	563
Services to Business Management	566
Personal Services	567
Federal Administration	568
Local Administration	572
Construction	574
Addendum	
August 1977 Settlements	576
March 1978 Settlements	577
April 1978 Settlements	579
May 1978 Settlements	579
June 1978 Settlements	580
July 1978 Settlements	581
Anti-Inflation Board Rulings in August 1978	585
Negotiations in Progress during August 1978	
Covering 200 or More Employees	588
Collective Bargaining Agreements Covering 200 or	
More Ontario Employees Expiring in September 1978	604

Highlights

Meat Packing Settlements. A renewal agreement, covering 6,000 workers in 7 provinces, was concluded in early August between Canada Packers and the Canadian Food and Allied Workers (CFAW). The terms of the agreement formed the basis for further settlements with 3 other major meat packing companies, affecting in all over 11,000 CFAW members across Canada, including about 3,800 employees of Canada Packers, Swift Canadian and Burns Meats in Ontario. During the negotiations, the union pursued an industry-wide co-ordinated bargaining strategy, conducting simultaneous but separate talks with each of the companies involved; the employers in effect continued the established policy of regarding a settlement with any one company as setting a pattern for agreements with the other three. The CFAW members went on strike at 7 Swift Canadian plants following the mid-July rejection of a company contract offer. Key issues in dispute included wages, pension benefits parity with Swift workers in the U.S., and a union security provision already standard at Canada Packers. In response to this strike, Canada Packers locked out its 4,000 employees in the same cities where Swift plants were struck, the result of an understanding between the two companies that each would lock out its workers if the other's employees went on strike.

The Canada Packers settlement, reached with mediation assistance, provided the breakthrough needed to end the two-month strike and lockout at the two companies. Following settlement ratification by the Canada Packers employees, similar terms were accepted by employees at Swift Canadian and Burns Meats later in August. The settlements provided general wage increases of 60 cents per hour in each year of a two-year agreement, the first increase made retroactive to the May 31, 1978 expiry date of the previous contracts. Other changes included an increased job class increment, some upgrading of jobs, a new provision for six weeks' vacation after 25 years of service, major pension plan improvements (including early retirement at age 63 without pension reduction), increased separation allowances, and improved health and welfare benefits. In addition, Swift agreed to introduce a mandatory union dues check-off for all bargaining unit employees.

The established industry pattern usually serves as a settlement model for a number of other packinghouse firms, including the remaining major Ontario meat packer, J.M. Schneider of Kitchener. The contract covering the company's 1,900 workers represented by an employees' association opened up for renewal on July 29.

Distillery Workers Settlement. Hiram Walker and Sons Ltd. and Local 2027 of the United Auto Workers (UAW) reached agreement, thus ending a prolonged period of negotiations interrupted by a series of work stoppages which occurred in the early spring and summer of 1978. The company's previous 48-month contract covering 700 production workers at Walkerville, members of the Canadian

Union of Distillery Workers Local 1 (CUDW), expired at the end of 1977. Before the renewal negotiations began, Local 1 together with the only other CUDW local, representing Hiram Walker's 110 workers in Winfield, B.C., merged with the UAW. The union's bargaining goal was to obtain a contract comparable to the pattern established in the auto industry, primarily in the area of pensions and fringe benefits, while the company was attempting to eliminate or change some contract items that had been part of previous agreements, such as the guaranteed work force plan and cost-of-living adjustments.

The three-year agreement, ending a 5-month strike, was reached in mid-August. Since the first year of the new contract was still subject to AIB restraints, there were no wage increases scheduled in the first 12 months and only a few of the negotiated changes took effect on January 1, 1978. They included a substitution of the guaranteed work force clause for newly hired employees by an employer funded Supplementary Unemployment Benefit Plan, higher safety shoe allowances and a new union education leave provision. The existing COLA provision with a .35 adjustment factor was maintained and a \$2.38 allowance from the previous agreement was carried into the new contract. Commencing in January 1979, the workers received a general wage increase of 6 per cent and \$1.24 of the cost-of-living allowance was incorporated into the wage rates. Other changes involved special adjustments for skilled tradesmen and bottlers, upgrading in various classifications, higher shift premiums and establishment of a New Year bonus. The negotiated fringe benefits improvements, also effective in the second year of the contract, consisted of four additional paid holidays, higher health and welfare benefits, a new optical and hearing aid plan, and increased meal allowances. The pension plan improvements closely paralleled those provided in the auto industry contracts, including the "30-and-out" formula for early retirement. With regard to the third-year wage increase, the contract stipulated that the workers will receive an amount equivalent to that resulting from the 1979 negotiations between the Autoworkers and Chrysler Canada in Windsor.

Toronto Garment Manufacturers Settlements. Negotiations for a new agreement covering close to 17,000 members of the International Ladies Garment Workers Union (ILGWU) in Ontario and Quebec began simultaneously in Montreal and Toronto in mid-May. The ILGWU was seeking higher wages and improved pension, health and welfare benefits in a new pact to replace existing contracts which expired either in June or July 1978. A new agreement, featuring a cumulative two-step wage increase of 18 per cent over two years plus some improvements in benefits, was first settled in the Montreal talks, and this set the industry pattern which was subsequently accepted by the Toronto units.

The agreement with the Toronto Dress and Sportswear Manufacturers' Guild, covering 1,350 workers, was reached in direct bargaining; in addition to the general wage increases, it provided for payment of OHIP premiums by the employers. A slightly different fringe benefit package was negotiated by 800 cloakmakers employed by member-firms of the Toronto Cloak Manufacturers Association. Their contract, concluded in conciliation, contained a revised

health and welfare fund clause, and upgrading of sick and pension benefits. Both agreements were for a two-year period, and continued the present reopening clause calling for wage adjustments to compensate for substantial changes in the cost-of-living during the life of the agreement.

Steel Industry Settlements. Following a 10-day strike, members of Local 2251 of the United Steelworkers of America (USWA) at Algoma Steel Corporation (ASC) in Sault Ste. Marie ratified a revised contract proposal reached with the assistance of a mediator. The new ASC agreement, covering 6,900 plant employees, contained modifications to the proposed pension and vacation benefits which were the main reasons for rejection of the first memorandum of agreement modeled on the master settlement accepted earlier by the USWA members at Steel Company of Canada. The monetary terms of the agreement were almost identical to the Stelco pact, providing an hourly wage increase of 40 cents over three years plus a cost-of-living fold-in of 60 cents per hour in the first year, continuation of the existing COLA provision and retention of the present performance bonus plan. Changes to the pension and vacation packages consisted of moving the effective date of pension improvements forward to August 1, 1978 (rather than 1979 as in the Stelco contracts), and a reduction of the qualifying period for six weeks annual vacation from 22 to 20 years of service. The Algoma fringe benefits package remained slightly different from that at Stelco because of differing conditions and the emphasis placed by the locals on the needs of their members. The two companies also have different safety programs and the Algoma pact did not provide for the health and safety improvements implemented at Stelco's Hilton Works.

Settlements for other USWA bargaining units at Algoma, including 500 production and maintenance workers at its Ore Division in Wawa and 520 clerical and technical employees at Sault Ste. Marie, traditionally follow the pattern of wages and benefits negotiated by Local 2251. Neither of these groups was involved in the Local 2251 work stoppage, although the strike led to layoffs at Wawa. Their new settlements were concluded in post-conciliation bargaining and provided for essentially the same terms as the one accepted August 11 by the major Sault plant unit.

Gas Distribution Settlement. The first post-controls settlement in the Ontario gas distribution sector was negotiated between the Consumer's Gas Company and the Independent Gas Workers' Union. The two-year renewal agreement, covering 650 operational employees in Toronto and other Central and Southeastern parts of the province, was reached in direct bargaining on August 1, a week before the present one-year contract was scheduled to expire. The new contract, effective September 8, 1978, provided a two-step wage increase averaging \$1.20 per hour (about 17 per cent) over two years. Other gains included an eleventh paid holiday, liberalized vacations, improvements in life insurance and dental plans and higher mileage and meal allowances. The parties also agreed to implement as of January 1, 1979 a comprehensive health and welfare benefits package which will include a long term disability plan.

The Consumer's Gas agreement paved the way for subsequent negotiations with the company's 550 clerical employees, represented by the International Chemical Workers Union, whose contract expires in January 1979. It may also influence the next round of bargaining between Union Gas, the other large gas distributor in Southwestern Ontario, and its 1,100 operational and clerical workers, covered by four agreements expiring December 31, 1978.

Index to Settlements Reported, August 1978

Employer and Location	Union	Page
Algoma Ore Div. of the Algoma Steel Corp. Ltd., Wawa	Steelworkers (AFL-CIO/CLC) (production and maintenance empls.)	556
Algoma Steel Corp. Ltd., Sault Ste. Marie	Steelworkers (AFL-CIO/CLC) (clerical and technical empls.)	545
Algoma Steel Corp. Ltd., Sault Ste. Marie	Steelworkers (AFL-CIO/CLC) (production and maintenance empls.)	546
Armstrong Cork Industries Ltd., Lindsay Plant (wage reopener)	Clothing and Textile Workers (AFL-CIO/CLC)	580
Atomic Energy of Canada Ltd., Chalk River and Deep River	Atomic Energy Allied Council (AFL-CIO/CLC) (various unions)	566
Atomic Energy Research Co., Chalk River and Deep River	Office Employees (AFL-CIO/CLC)	567
Bestview Holdings Ltd. and Bestview Services Ltd., Markham, Newmarket, Orillia, St. Catharines, Sarnia and Toronto (reopener agreement)	Christian Labour Assn. (Ind.)	565
Burns Meats Ltd., Kitchener, Ont., Brandon and Winnipeg, Man., Regina, Sask., Calgary and Edmonton, Alta. and Vancouver, B.C.	Foodworkers (AFL-CIO/CLC)	530
Canada Packers Ltd., Canada-wide	Foodworkers (AFL-CIO/CLC)	531
Canadian Appliance Manufacturing Co. Ltd., Weston	Steelworkers (AFL-CIO/CLC) (production and office empls.)	552
Canadian Broadcasting Corp., Canada-wide	Broadcast Employees (NABET) (CLC) (technical unit)	558
Canadian Broadcasting Corp., Canada-wide	CUPE (CLC) (office and professional empls.)	557
Canadian Broadcasting Corp., Canada-wide	CUPE (CLC) (TV production empls. in the English Services Div. and Ottawa Area)	558
Canadian Fram Ltd., Chatham	Auto Workers (CLC)	549
Canadian International Paper Co., Container Div. and Single Service Div., Burlington, London, Markham and Rexdale, Ont. and Pointe aux Trembles, Que.	Cdn. Paperworkers (CLC) and Cdn. Chemical Workers (Ind.)	543
Collingwood Shipyards Div. of Cdn. Shipbuilding and Engineering Ltd., Collingwood	Steelworkers (AFL-CIO/CLC)	551
The Consumers' Gas Co., Toronto and other centres	Independent Gas Workers' Union (operations empls.)	561
Domtar Packaging Ltd., Corrugated Containers Div., Toronto	Cdn. Paperworkers (CLC)	544

Index to Settlements Reported, August 1978 (Cont'd)

Employer and Location	Union	Page
Dubreuil Brothers Ltd., Dubreuilville	Employees' Assn. (Ind.)	538
E. B. Eddy Forest Products Ltd., Hull, Que. and Ottawa, Ont.	Cdn. Paperworkers (CLC) and Machinists (AFL-CIO/CLC)	540
GSW Ltd./Ltee, Fergus, Hamilton, London and Stoney Creek, Ont. and Montreal, Que.	Steelworkers (AFL-CIO/CLC) (office and plant empls.)	553
Glendale Corp. (R.V. Div.), Strathroy	Machinists (AFL-CIO/CLC)	549
Government of Canada (Treasury Board)	PIPS (Ind.) (biological sciences and forestry groups)	568
Government of Canada (Treasury Board)	PIPS (Ind.) (scientific research group)	569
Government of Canada (Treasury Board)	PSAC (CLC) (general services, non- supervisory and supervisory)	570
Government of Canada (Treasury Board)	PSAC (CLC) (secretarial, steno- graphic and typing group)	571
Government of Canada (Treasury Board)	PSAC (CLC) (welfare programmes group)	572
Harbour Castle Hilton, Toronto	Laundry Workers (CLC)	567
Harding Carpets Ltd., Brantford	Cdn. Textile and Chemical Union (CCU)	535
Huron County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	583
Imperial Tobacco Ltd./Ltee (Div. of Imasco Ltd.), Guelph	Tobacco Workers (AFL-CIO/CLC) (plant and office empls.)	581
International Hardware Co. of Canada Ltd., Belleville	Molders (AFL-CIO/CLC) (production and office empls.)	548
Knechtel Furniture Ltd., Hanover	Woodworkers (AFL-CIO/CLC)	581
London City Corp.	Fire Fighters (AFL-CIO/CLC)	572
London Transportation Commission	Transit Union (AFL-CIO/CLC)	556
Metropolitan Toronto Apartment Builders	Intl. Operating Engineers (AFL-CIO/ CLC) (residential construction)	580
Metropolitan Toronto Library Board	CUPE (CLC) (office and clerical empls., full and part-time)	562
Mount Sinai Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (nurses, full and part-time)	576
Mount Sinai Hospital, Toronto	Service Employees (AFL-CIO/CLC) (office and clerical empls.)	563
National Elevator and Escalator Assn., province-wide	Elevator Constructors (AFL-CIO/CLC) (commercial, industrial and institutional construction)	574
O&K Orenstein & Koppel Canada Ltd., Dundas	Machinists (AFL-CIO/CLC) (production and maintenance empls.)	577

Index to Settlements Reported, August 1978 (Cont'd)

Employer and Location	Union	Page
Ontario Form Work Assn.	Intl. Operating Engineers (AFL-CIO/CLC) (residential construction)	574
Ontario Hydro, Richard L. Hearn G.S. Unit, Toronto	Cdn. Operating Engineers (CCU)	559
Ontario Hydro, province-wide	Office Employees (AFL-CIO/CLC) (clerical office empls. of the Construction Field Forces of the Generation Projects Div., and the Lines and Stations Construction Dept. of the Stations, Transmission and Distribution Div.)	575
Ontario Paper Co. Ltd., Thorold	Cdn. Paperworkers (CLC) and Long-shoremen (AFL-CIO/CLC)	542
Ottawa City and Regional Municipality of Ottawa-Carleton	CUPE (CLC) (civic empls.)	573
Penmans, Div. of Dominion Textile Ltd., Brantford and Paris	Clothing and Textile Workers (AFL-CIO/CLC)	536
Phillips Cables Ltd., Brockville	Electrical Workers (IUE) (AFL-CIO/CLC)	554
St. Catharines General Hospital	Ont. Nurses' Assn. (Ind.) (nurses, full and part-time)	563
Salvation Army Grace Hospital, Windsor	Service Employees (AFL-CIO/CLC)	565
Scarborough Borough Public Utilities Commission (Hydro Div., Water Works Div. and Garage Div.)	Electrical Workers (IBEW) (AFL-CIO/CLC)	560
Sklar Furniture Ltd. (Peppler Div.), Hanover	Woodworkers (AFL-CIO/CLC)	582
Stormont, Dundas & Glengarry County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	583
Swift Canadian Co. Ltd., Canada-wide	Foodworkers (AFL-CIO/CLC)	532
Toronto Cloak Manufacturers' Assn.	Ladies' Garment Workers (AFL-CIO/CLC)	537
Toronto Dress & Sportswear Manufacturers' Guild Inc.	Ladies' Garment Workers (AFL-CIO/CLC)	538
Toronto Mechanical Contractors Assn., Metropolitan Plumbing and Heating Contractors Div., Residential Sector	Plumbers (AFL-CIO/CLC)	576
Transit Windsor (wage reopener)	Transit Union (AFL-CIO/CLC)	579
Union Carbide Canada Ltd., Lindsay	Printing and Graphic Communications (AFL-CIO/CLC)	555
University of Guelph (reopener agreement)	CUPE (CLC) (trades, services and maintenance empls.)	579

Index to Settlements Reported, August 1978 (Cont'd)

Employer and Location	Union	Page
University of Windsor	CUPE (CLC)	562
Hiram Walker & Sons Ltd., Walkerville	Auto Workers (CLC)	534
Weldwood of Canada Ltd., Longlac Div., Longlac	Carpenters (AFL-CIO/CLC)	539
Wentworth County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	561
Westeel-Rosco Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	547
Windsor City Board of Education	CUPE (CLC)	584
Windsor City Corp.	CUPE (CLC) (Public Works, Parks and Recreation Depts.)	573
Windsor Utilities Commission	Electrical Workers (IBEW) (AFL-CIO/CLC)	560

FOOD AND BEVERAGE

Burns Meats Ltd. at Kitchener, Ont., Brandon and Winnipeg, Man., Regina, Sask., Calgary and Edmonton, Alta., and Vancouver, B.C. - Various Locals, Foodworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from June 1, 1978 to May 31, 1980, covering 2,010 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	June 1/78	June 1/79
General Increases		60¢	60¢
Job Class Increment			6½¢ (6¢)
<u>Ontario, Manitoba, Saskatchewan & Alberta</u>			
Labour Rate (Bracket 0)		\$7.04 (\$6.44)	\$7.64
Tradesman (Bracket 10)		\$8.30 (\$7.70)	\$8.90
<u>British Columbia</u>			
Labour Rate (Bracket 0)		\$7.085 (\$6.485)	\$7.685
Tradesman (Bracket 10)		\$8.345 (\$7.745)	\$8.945

NOTE: Effective August 28, 1978, jobs above Bracket 10 are upgraded by 1 bracket.

Paid Vacation: Effective June 1, 1978, 4 weeks after 12 (15) years and 6 weeks (new) after 25 years. Effective April 1, 1979, 5 weeks after 20 (22) years.

Health and Welfare: Life Insurance - \$5,000 (\$2,000) coverage after one year of service. Effective January 1, 1979 with at least one year (previously, 5 years) of service, coverage will equal earnings class.

Weekly Indemnity -

<u>Pay Grade</u>	<u>First 4 weeks</u>		<u>5th to 52nd week</u>	
	<u>Jan./78</u>	<u>Jan./79</u>	<u>Jan./78</u>	<u>Jan./79</u>
0-4	\$143 (\$131)	\$155	\$148 (\$136)	\$160
5-12	\$152 (\$140)	\$164	\$157 (\$145)	\$169
13 and over	\$161 (\$149)	\$173	\$166 (\$154)	\$179

Dental Plan - Payments are based on the appropriate 1978 (1976 or earlier) provincial fee schedules.

Pension Plan: Non-Contributory Plan - Effective April 2, 1978, employees retiring between June 1, 1978 and May 31, 1979 receive a pension supplement guarantee for life or 5 years certain, whichever is greater, of \$3.50 per month per year of seniority, up to a maximum of 30 years. Effective June 1, 1979, \$5.

Contributory Plan - Remains unchanged.

Early Retirement (new) - Effective July 1, 1979, at age 63 with no actuarial reduction.

Separation Allowance: 9% average increase to range.

Canada Packers Ltd., Canada-wide* - Various Locals, Foodworkers (AFL-CIO/CLC): A
21-month renewal agreement effective from September 5, 1978 to May 31, 1980, covering 6,000 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 7 months.

*This agreement covers 12 plants in 7 provinces.

Wages:	Effective	June 1/78	Aug. 11/78	June 1/79
General Increases		60¢		60¢
Adjustments			Jobs above Bracket 10 are upgraded by 1 bracket	
Job Class Increment				6½¢ (6¢)

Prince Edward Island

Labourer (Base Rate)	\$6.985 (\$6.385)		\$7.585
Millwright (Bracket 24)	\$8.185 (\$7.585)	\$8.245	\$8.965

Quebec, Ontario, Manitoba,
Saskatchewan and Alberta

Labourer (Base Rate)	\$7.04 (\$6.44)		\$7.64
Millwright (Bracket 24)	\$8.42 (\$7.82)	\$8.48	\$9.20

British Columbia

Labourer (Base Rate)	\$7.085 (\$6.485)		\$7.685
Millwright (Bracket 24)	\$8.465 (\$7.865)	\$8.525	\$9.245

Labourer rates shown above are base rates payable upon completion of 13 weeks' service. Starting rates are 9¢ per hour less.

Paid Vacation: Effective April 1, 1978, 6 weeks (new) after 25 years.

Effective April 1, 1979, 4 weeks after 12 (15) years and 5 weeks after 20 (22) years.

Bereavement Leave: Grandparents are added for 3 days' paid leave.

Maternity Leave: Leave may be extended for employees unable to return to work within 3 months of delivery due to medical reasons. Reinstatement and seniority rights will prevail during this extended period (new).

Health and Welfare: Life Insurance - \$7,000 coverage, regardless of age. (Previously, \$7,000, reduced at age 55 to \$6,000 and, at age 60, to \$5,000.)

Weekly Indemnity -

	<u>1st 4 weeks</u>	<u>5th to 52nd week</u>
Group 1	\$143 (\$131)	\$148 (\$136)
Group 2	\$152 (\$140)	\$157 (\$145)
Group 3	\$161 (\$149)	\$166 (\$154)

Above increases are effective following ratification. Effective June 1, 1979, the above benefit levels will be increased by a further \$12 per week.

OHIP - Employer pays present new rates. If rates rise, employer will increase contribution by a maximum \$2 per month for single coverage and \$4 per month for family coverage.

Dental Plan - Payments are based on the appropriate 1978 fee schedule in each province. (Previously, 1976 or prior fee schedules.)

Pension Plan: Non-Contributory Plan - Effective April 2, 1978, basic benefit is \$3.50 (\$2.60) per month per year of service, to a maximum of 30 years. Effective April 2, 1979, \$5.

Contributory Plan - Remains unchanged.

Early Retirement (new) - Effective July 1, 1979, at age 63 with no actuarial reduction.

Separation Allowance: \$190 to \$1,070 (\$175 to \$990) for 1 to 10 years of service, with an additional \$165 (\$155) for each year over 10 and \$210 (\$195) for each year over 20.

Swift Canadian Co. Limited, Canada-wide* - Various Locals, Foodworkers (AFL-CIO/CLC): A 21½-month renewal agreement effective from August 15, 1978 to May 31, 1980, covering 1,900 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 6 months.

*This agreement covers 7 plants in 4 provinces.

Wages:	Effective	<u>June 1/78</u>	<u>Aug. 21/78</u>	<u>June 1/79</u>
	General Increases	60¢		60¢
	Adjustment		Jobs above Bracket 10 are upgraded by 1 bracket	

	<u>June 1/78</u>	<u>Aug. 21/78</u>	<u>June 1/79</u>
Job Class			6½¢ (6¢)
Increment			

Ontario, Manitoba
and Alberta

Labourer (Base Rate)	\$7.04 (\$6.44)		\$7.64
Second Class Engineer (Bracket 28)	\$8.66 (\$8.06)	\$8.72	\$9.46

British Columbia

Labourer (Base Rate)	\$7.085 (\$6.485)		\$7.685
Second Class Engineer (Bracket 28)	\$8.705 (\$8.105)	\$8.765	\$9.505

Effective upon ratification, job classifications are equalized in all provinces except British Columbia. The 4½-cent wage advantage in the B.C. rate structure remains.

Paid Vacation: Effective October 25, 1978, 5 weeks after 20 (22) years and 6 weeks (new) after 25 years.

Effective October 25, 1979, 4 weeks after 12 (15) years.

Health and Welfare: Weekly Indemnity - Appropriate adjustments, corresponding to each scheduled wage increase, are made to the level of wage-related benefits.

Employees with less than 5 years of service are no longer subject to a 7-day waiting period if hospitalized due to illness or a non-occupational accident.

OHIP - The employer continues to pay 100% of the premium rates required during the course of the agreement.

Dental Plan - Payments are based on the appropriate 1978 fee schedule in each province. (Previously, 1976 or prior schedules.)

Pension Plan: Basic Benefit - Effective September 1, 1978, \$10 (\$9.10) per month per year of service. Effective September 1, 1979, \$11.50.

Early Retirement (new) - Effective September 1, 1979, at age 63 with no actuarial reduction.

Union Security: All employees are to pay union dues whether they are union members or not (new).

Hiram Walker & Sons Limited at Walkerville - Local 2027, Auto Workers* (CLC): A
36-month renewal agreement effective from January 1, 1978 to
December 31, 1980, covering 700 employees, settled during a work
stoppage. Duration of negotiations - 11 months.

*In September 1977, the Canadian Union of Distillery Workers, which
had been serving as bargaining agent, amalgamated with the UAW.

Wages:	Effective	<u>Jan. 1/79</u>	<u>Jan. 2/79</u>	<u>Jan. 1/80</u>
	COLA Fold-in		\$1.24	
	General Increases	3%	3%	**
	Adjustment (Skilled Trades)	10¢		
	Adjustments (Bottling Services)	5¢		3¢
	Upgradings	various class- ifications		
	General Labourer	\$5.78 (\$5.61)	\$7.23	To be determined
	Electrician	\$7.45 (\$7.14)	\$8.95	To be determined

**Amount of increase is to be geared to the increase forthcoming
through the next round of negotiations between Auto Workers and
Chrysler Canada at Windsor. Rates shown above which pertain to
the previous agreement reflect a similar adjustment implemented
January 1, 1977 following a settlement at Chrysler.

Cost of Living Allowance: Quarterly adjustments based on 1¢ for each .35 point increase in
the Consumer Price Index, where 1971 equals 100 (unchanged). An
allowance of \$2.38 from the previous agreement is carried into
this agreement.

Shift Premium: Effective January 1, 1979, 0-29¢-40¢ (0-19¢-30¢).

New Years Bonus (new): Effective January 1, 1979, \$250 for any employee actively employed
as of January 2, 1978 and \$150 for any employee actively employed
after January 2, 1978.

Paid Holidays: Commencing in 1979, 4 days are added to establish an Easter shut-
down period. The existing 13 designated plant holidays and
Christmas shutdown period remain unchanged.

Paid Union Education Leave (new): Employer contributes 1¢ per hour worked into the Fund.

Health and Welfare: Life Insurance for Retirees - Effective for employees retiring
on or after January 1, 1979, \$3,000 (\$2,000) coverage.

Weekly Indemnity - Appropriate adjustments, corresponding to
each scheduled wage increase, are to be made to the level of
wage-related benefits.

Long Term Disability - New formula for benefit determination is 55% of employee's average earnings during the last 4 months prior to any sickness. (Previously, 50% of employee's average earnings during the last 4 months prior to entering a long-term disability.)

Current recipients who qualify receive a one-time supplemental payment of \$500 in lieu of a disputed cost of living allowance.

Dental Plan - Effective January 1, 1979, coverage is based on the 1978 (1976) Ontario Dental Association fee schedule. Coverage of basic services is extended to retirees. Effective January 1, 1980, coverage is based on the 1979 fee schedule.

Eye Prescription and Hearing Aid Plan (new) - Effective January 1, 1979, coverage applies to employees and their dependents and to retirees.

Pension Plan: Early Retirement - Effective January 1, 1979, employees with 30 years of service may retire, regardless of age, without actuarial reduction to earned benefits. (Previously, a minimum of age 55 was required, with 30 years of service.)

Benefit/Current Retirees - Effective January 1, 1979 for all retirees who retired prior to January 1, 1978, a one-time payment of \$20 per year of service, to a maximum of \$600.

Survivor Spouse Option - Effective January 1, 1979, benefit equals a one-time payment of 55% (50%) of what the retiree would have received if living. Eligibility age of surviving spouse is reduced to 35 (45).

Credited Service/Union Business - Retroactive to January 1, 1969, all compensated time spent on union business will be included in determination of length of service.

Meal Allowance: Effective January 1, 1979, \$4.50 (\$3.50).

Safety Shoe Allowance: Effective January 1, 1978, \$12.50 per pair. Limited to 2 pairs per year. (Previously, \$7 per pair, as required.)

Guaranteed Work Force/Supplementary Unemployment Benefit Plan: The existing Guaranteed Work Force Plan provides a 52-week job guarantee for 422 employees at any one time. New employees would normally be included in one of the 422 "slots" when one became vacant through attrition. However, effective January 1, 1978, all employees hired on or after this date will instead be covered by a fully-funded SUB plan provided by the employer at no cost to the employee.

TEXTILE

Harding Carpets Limited at Brantford - Local 501, Canadian Textile and Chemical Union (CCU): A 24-month renewal agreement effective from August 2, 1978 to August 1, 1980, covering 286 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	Aug. 2/78	Feb. 1/79	Aug. 1/79
	General	35¢	10¢	30¢
	Increases			

	<u>Aug. 2/78</u>	<u>Feb. 1/79</u>	<u>Aug. 1/79</u>
Labour Group 1 (includes Sample Assembler)	\$4.80 (\$4.45)	\$4.90	\$5.20
Electrician, electronics- qualified	\$7.88 (\$7.53)	\$7.98	\$8.28

Shift Premium: Effective August 2, 1978, 0-19¢-20¢ (0-16¢-19¢).

Paid Holidays: 1 floating day between Christmas Day and New Year's Day is added for a total of 11 (10) days. This day will be replaced by Heritage Day, if proclaimed by the Federal Government.

Paid Vacation: 3 weeks after 6 (7) years and 4 weeks after 16 (17) years of service.

Health and Welfare: Life Insurance - Effective September 1, 1978, \$5,000 (\$4,500) coverage.

Weekly Indemnity Plan - Effective September 1, 1978, benefits increase to \$85 (\$75) per week for employees earning less than \$10,500 (\$9,500) per year, \$90 (\$80) per week for employees earning \$10,500 to \$12,000 (\$9,500 to \$11,000) per year and \$100 (\$90) per week for employees earning over \$12,000 (\$11,000) per year.

Safety Shoe Allowance (new): Effective August 1, 1979, employer pays \$10 toward the cost of 1 pair per year for maintenance employees.

KNITTING MILLS

Penmans, Division of Dominion Textile Limited at Brantford and Paris - Locals 1967 and 1851, Clothing and Textile Workers (AFL-CIO/CLC): Two 24-month renewal agreements effective July 1, 1978 to June 30, 1980, covering 385 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>July 1/78</u>	<u>July 1/79</u>
Increases		30¢ for hourly-rated employees, 25¢ for incentive employees	28¢ for hourly-rated employees, 24¢ for incentive employees
Classification Adjustments		20¢ for Electrician; 13¢ for Maintenance Tradesman and Knitting and Sewing Machine Mechanic; 10¢ for Truck Driver and Stationary Engineer; 5¢ for First Aid Attendant, Lead Hand, Stockinette Inspector, Drug Man,	

	<u>July 1/78</u>	<u>July 1/79</u>
	Freight Loader Packer, Needle Leader and Utility (Shipping-Brantford only)	
Sewing Repairs (Brantford)	\$3.60 (\$3.30)	\$3.88
Stationary Engineer 3rd Class (Paris)	\$6.45 (\$6.05)	\$6.73
Paid Holidays:	One floating day is added for a total of 11 (10) days.	
Paid Vacation:	4 weeks after 25 years of service (new).	
Vacation Pay:	Maximum increases to 9.5% (9%) after 25 (20) years of service.	
Bereavement Leave:	Brother-in-law, sister-in-law and grandparents are added for 1 day's paid leave.	
Health and Welfare:	Weekly Indemnity - Effective September 1, 1978, payable on a 1-1-8-15 (1-8-15) basis.	

CLOTHING

Toronto Cloak Manufacturers' Association - Locals 14-94, 83 and 92, Ladies' Garment Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from July 1, 1978 to June 30, 1980, covering 800 employees, settled at the conciliation officer stage. Duration of negotiations - 6 months.

Wages:	<u>Effective</u>	<u>July 3/78</u>	<u>July 2/79</u>
	General Increases	10%	8%
	<u>Minimum Rates</u>		
	General Hand ("A" & "B" Firms)	\$3.85 (\$3.50)	\$4.16
	Skilled Cutter ("B" Firms)	\$5.75 (\$5.23)	\$6.21
	Skilled Cutter ("A" Firms)	\$7.22 (\$6.56)	\$7.80

The above increases apply to both hourly rates (shown above) and the piecework bonus schedule.

Escalator
Clause: Discussions for wage adjustments may be initiated by either party should the Consumer Price Index change substantially during the term of this agreement. If necessary, final resolution will be made by the Impartial Chairman. (Unchanged.)

Health and
Welfare:

Health and Welfare Fund - Effective in July 1978, employers contribute 3% (4%) of gross payroll. Effective March 15, 1980, 4%. Employees continue to contribute 1/4% of gross wages.

Sick Benefit - Some or all of the coverages are to be increased as soon as the Fund permits. (Current benefits include \$40 per week sick leave coverage and a 25-dollar allowance every 2 years for eyeglasses.)

Retirement
Fund Plan:

Benefits will increase from the present \$80 per month as soon as the Fund permits.

Toronto Dress & Sportswear Manufacturers' Guild Inc. - Locals 72, 192 and 199, Ladies' Garment Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from August 1, 1978 to July 31, 1980, covering 1,350 employees, settled at the bargaining stage*. Duration of negotiations - 5 months.

*A conciliation officer was appointed in July 1978, but did not meet with the parties.

Wages:

Effective	<u>Aug. 1/78</u>	<u>Aug. 1/79</u>
General Increases	10%	8%
<u>Skilled Rates</u> (Minimum Wage Scale)		
General Hand	\$3.36 (\$3.05)	\$3.63
Skilled Cutter	\$6.49 (\$5.90)	\$7.01

Escalator
Clause:

Discussions for wage adjustments may be initiated by either party should the Consumer Price Index change substantially during the term of this agreement. If necessary, final resolution will be made by the Impartial Chairman. (Unchanged.)

Health and
Welfare:

OHIP - Employer contributes \$19 per month per employee towards the cost of premiums (new). This contribution will continue even if OHIP is subsequently financed through general revenue.

WOOD

Dubreuil Brothers Limited at Dubreuilville - Employees' Association (Ind.): A 24-month renewal agreement effective from April 1, 1978 to March 31, 1980, covering 276 employees, settled during a work stoppage. Duration of negotiations - 4 months.

Effective	<u>Apr. 1/78</u>	<u>Aug. 14/78</u>	<u>Sept. 1/78</u>
Increases	10% for piece- workers, 46¢ for other employees		3% for piece- workers, 10¢ for other employees

	<u>Apr. 1/78</u>	<u>Aug. 14/78</u>	<u>Sept. 1/78</u>
Additional Adjustments		Increase due to reduction in hours of work	
		10¢ for Li-censed Tradesman	

General Labour	\$5.97 (\$5.51)	\$6.10	\$6.20
----------------	--------------------	--------	--------

Mechanic Class A	\$8.12 (\$7.66)	\$8.39	\$8.49
------------------	--------------------	--------	--------

Effective	<u>Apr. 1/79</u>		<u>Sept. 1/79</u>
-----------	------------------	--	-------------------

Increases	10% for piece-workers, 40¢ for other employees		16¢
-----------	--	--	-----

General Labour	\$6.60		\$6.76
----------------	--------	--	--------

Mechanic Class A	\$8.89		\$9.05
------------------	--------	--	--------

Hours of Work: 88 (90) hours per 2-week period with no reduction in pay. Effective April 1, 1979, 85 hours. Effective September 1, 1979, 82 hours per 2-week period.

Health and Welfare: OHIP - Effective August 9, 1978, employer pays \$19 for single employees and \$38 for married employees towards the cost of premiums (new).

Weekly Indemnity Plan - Effective October 1, 1978, benefits increase to \$180 (\$170) per week, payable, as previously, on a 1-7-26 basis. Effective October 1, 1979, benefits increase to \$190 per week.

Dental Plan - Effective September 1, 1978, employer pays 100% of cost of premiums of new basic dental plan.

Weldwood of Canada Limited, Longlac Division at Longlac - Local 2693, Carpenters (AFL-CIO/CLC): A 24-month renewal agreement effective from June 1, 1978 to May 31, 1980, covering 280 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>June 1/78</u>	<u>June 1/79</u>
	Increases	46¢ per hour	46¢ per hour, with a minimum contract rate of \$6.23 per hour
	Additional Adjustments		31¢ for Mechanic Class "A"; 20¢ for Carpenter Maintenance; 15¢ for

June 1/78

June 1/79

Millwright Class "A",
Electrician Class "A",
Millwright I, Electrician
I, Engineer (2nd Class
Certificate), Boiler and
Dryer Operator (2nd and
3rd Class Certificates);
10¢ for Millwright II,
Electrician II, Boiler
and Dryer Operator (4th
Class Certificate) and
Utility Man

Dryer Feeder	\$6.13 (\$5.67)	\$6.69
Electrician Class "A"	\$7.78 (\$7.32)	\$8.39

Overtime Pay: Double time after eight hours (time and one-half for all overtime hours) worked on Sunday and holidays.

Call-back Pay: Minimum pay is 4 (3) hours' pay at straight time.

Bereavement Leave: Effective August 7, 1978, grandparents are added for up to 3 days' paid leave.

Health and Welfare: OHIP, Blue Cross Drug Plan and Semi-Private Hospitalization Plan - Effective August 7, 1978, employer pays \$21.09 (\$12.84) per month for single employees and \$42.63 (\$26.13) per month for married employees.

Weekly Indemnity - Effective August 7, 1978, maximum benefit is \$160 (\$147) per week for 39 (26) weeks. Effective June 1, 1979, benefit increases to \$170 per week for 52 weeks.

Dental Plan (new) - Effective June 1, 1979, payments are based on the 1978 Ontario Dental Association fee schedule.

Clothing Allowance: Effective August 7, 1978, employer pays 100% (50%) of the cost of coveralls, to a maximum of 1 pair every six months.

Meal Allowance: Employer provides a 20 (10) minute break and pays 100% (new) toward the cost of a lunch after 3 hours of unscheduled overtime.

PAPER AND ALLIED

E.B. Eddy Forest Products Ltd. at Hull, Que. and Ottawa, Ont. - Locals 33, 34, 50 and 73, Canadian Paperworkers (CLC) and Local 412, Machinists (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1978 to April 30, 1980, covering 1,670 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>May 1/78</u>	<u>Sept. 3/78</u>	<u>May 1/79</u>
	General Increases	47¢		43¢

	<u>May 1/78</u>	<u>Sept. 3/78</u>	<u>May 1/79</u>
COLA Fold-in		24¢*	
Labourer	\$6.87 (\$6.40)	\$7.11	\$7.54
Garage Mechanic "A"	\$8.74 (\$8.27)	\$8.98	\$9.41

*Generated under the 1973-75 agreement.

Shift Premium: Effective August 30, 1978, 0-18¢-23¢ (0-15¢-22¢). Effective May 1, 1979, 0-20¢-25¢.

Supervisor Premium: 35¢ (15¢) per hour.

Paid Holidays: 8 hours' pay for St. Jean Baptiste Day, that is June 24th. If required to work, regular pay plus holiday pay. Should this day become a legislative holiday requiring a mill shutdown, then one of the existing shutdown holidays or non-operating days will be exchanged for this holiday.

Paid Vacation: 4% (2%) vacation pay for employees with less than 1 year of service.

Effective May 1, 1979, 4 weeks after 12 (15) years and 5 weeks after 22 (25) years.

Special Leave: Employees elected to Municipal Government are granted leave without pay for the term of office (previously, for 2 years).

Health and Welfare: Life Insurance and A.D. & D. - \$10,500 coverage (previously, \$8,000-\$9,500-\$10,500 coverage, according to earnings level). Effective September 1, 1978, \$14,000 coverage.

Weekly Indemnity - Benefit is 70% of basic salary, to a maximum of \$160 (\$140) per week. Effective September 1, 1978, \$180 and, effective January 1, 1979, \$200.

Dental Plan (new) - Effective September 1, 1978, Blue Cross basic plan with periodontal, endodontic, prosthetic and orthodontic coverage. 50% co-insurance on prosthetic and orthodontic services. Payments are based on the Ontario Dental Association fee schedule. Employer pays 100% of present premium costs.

Pension Plan: Effective May 2, 1978, a 25% increase is granted in the amount of pension accrued during the period January 1, 1973 to December 31, 1977. A further increase of 6% in total amount of pension accrued as at December 31, 1977 is also granted.

Bridging Supplement - Effective May 2, 1978, \$9 (\$7) per month per year of service, to a maximum of 30 years, for employees retiring at age 62 with at least 20 years of service. Effective May 2, 1979, above supplement applies at age 61.

Voluntary Early Retirement - Effective May 2, 1979, no actuarial reduction at age 61 (62) with 15 years of service.

Meal Allowance: Effective August 30, 1978, \$2 (\$1.75).

Metric Tools: Employer pays 50% of the difference between the Government allowance for and actual cost of new tools, plus cost of education related to the metric system, if and when required by the Company.

Union Membership: Employees must join the Union after the 60-day probationary period (previously, after 30 days).

Ontario Paper Company Limited at Thorold - Locals 84 and 101, Canadian Paperworkers (CLC) and Local 1477, Longshoremen (AFL-CIO/CLC): Two 24-month renewal agreements effective May 1, 1978 to April 30, 1980, covering 850 employees, settled at the conciliation officer stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>May 1/78</u>	<u>May 1/79</u>
	COLA Fold-in	24¢	
	General Increases	47¢	43¢
	Labourer	\$7.46 (\$6.75)	\$7.89
	Paper Machine Millwright	\$9.86 (\$9.15)	\$10.29

Cost of Living Provision: Deleted.

Height Premium: 40¢ (20¢) per hour. Applies to Millwrights, Painters and their Helpers.

Shift Premium: Effective May 1, 1978, 0-18¢-23¢ (0-15¢-20¢). Effective May 1, 1979, 0-20¢-25¢.

Paid Vacation: Effective January 1, 1979, 4 weeks after 12 (15) years and 5 weeks after 22 (25) years.

Bereavement Leave: 5 (3) days' paid leave for spouse or child.

Subpoenaed Court Witness Pay (new): Employer makes up the difference between fees received and regular pay.

Health and Welfare: OHIP - Should legislative action alter the method of financing OHIP, any reduction in required premiums will be diverted to other benefits (new).

Semi-Private Hospitalization (new) - Effective January 1, 1979, employer contributes \$1.25 per month for single coverage and \$2.50 per month for family coverage.

Dental Plan (new) - Effective 30 days following ratification, with the employer paying 100% of the present premiums of \$5.32 per month for single coverage and \$19.13 per month for family coverage. The Plan, based on the 1978 Ontario Dental Association fee schedule, provides for 100% coverage of examinations, cleaning, extractions, x-rays, oral surgery and periodontal, endodontic and other services. Also, 50% coverage for dentures and orthodontic treat-

ment. \$500 per person maximum lifetime orthodontic benefit.
\$1,000 maximum for other expenses.

Pension Plan: Employee Contribution - Combined contribution for the Company Retirement Plan and the Canada Pension Plan equals 5% (4%) of earnings.

Benefit Calculation - Several formulae are used, depending on period of applicable service. The formula that applies to current years of service and which is based, in part, upon 2% of an employee's average earnings in each of his 5 consecutive years of highest earnings during his last 15 years of employment, will now be multiplied by the years of service since January 1, 1966. (Previously, January 1, 1976, with different formulae used prior to this date.)

Metric Conversion Allowance (new): Employer pays the difference between the Government allowance and the cost of any tools required for Mechanics.

Canadian International Paper Company, Container Division and Single Service Division at Burlington, London, Markham and Rexdale, Ont. and Pointe aux Trembles, Que. - Locals 343, 849, 949 and 1872, Canadian Paperworkers (CLC) and Local 29, Canadian Chemical Workers (Ind.): A 24-month renewal agreement effective from June 1, 1978 to May 31, 1980, covering 875 employees, settled with mediation assistance. Duration of negotiations - 7 months.

Wages:	Effective	June 1/78	June 1/79
	Average Increases	74¢	43¢
	<u>Container Division</u>		
	General Help (Gr. 1)	\$6.58 (\$5.86)*	\$6.92
	Electrician Class "A" (Gr. 10)	\$8.29 (\$7.49)*	\$8.79

*Previous rates reflect an AIB rollback.

Shift Premium: Effective August 22, 1978, 0-17¢-24¢ (0-15¢-22¢). Effective June 1, 1979, 0-20¢-25¢.

Paid Holidays: Effective in 1979, an additional holiday is added between Christmas and New Year's, for a total of 12 (11) days.

Paid Vacation: Effective January 1, 1979, 5 weeks after 22 (25) years and 6 weeks (new) after 27 years.

Bereavement Leave: 5 (3) days' paid leave for spouse or child.

Health and Welfare: Life Insurance - Effective June 1, 1979, \$25,000 for eligible employees (previously, a maximum of \$18,000). Employee may purchase additional coverage equivalent to basic coverage (new).

Long Term Disability - Effective August 22, 1978, employer pays 100% (50%) of the premium.

Major Medical - \$25 deductible is to be deleted, provided there is no additional cost to the employer (new).

Pension Plan: Minimum Retirement Benefit - For members retiring after June 2, 1978 on normal retirement, or voluntary early retirement without actuarial reduction at age 62, \$8.75 per month per year of credited service (new).

Prior Service Improvement - Effective June 2, 1979 for active employees, future service pension credit is 62.5% (50%) of contributions made prior to January 1, 1978.

Meal Allowance: \$2.50 (\$2.00).

Automation and Technological Change: An employee who is permanently set back to a lower-paid job because of technological change or automation receives the rate of his permanent job at the time of the set back for 6 (3) months and a rate midway between the two classifications for the next 6 (3) months. At the end of the 12 (6)-month period, the new permanent job rate applies.

Recall Rights on Lay-off: 24 (18) consecutive months for employees with 5 or more years' service; 12 months (unchanged) for employees with less than 5 years' service.

Job Evaluation Plan (new): A joint plan will be developed during the life of the Agreement.

Domtar Packaging Limited, Corrugated Containers Division at Toronto - Local 595, Canadian Paperworkers (CLC): A 23-month renewal agreement effective from July 1, 1978 to May 31, 1980, covering 290 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>July 1/78</u>	<u>July 1/79</u>
	General Increases	7.5%	6.4%
	Grade 1 (includes Hand Partition Assembler)	\$6.10 (\$5.67)	\$6.49
	Grade 25 (includes Electrician)	\$9.09 (\$8.46)	\$9.67

Shift Premium: 0-17¢-24¢ (0-16¢-23¢). Effective July 1, 1979, 0-18¢-25¢.

Paid Vacation: 4 weeks after 12 (15) years. Effective July 1, 1979, 6 weeks (new) after 27 years.

Health and Welfare: Dental Plan - Employer pays 65% (60%) of cost of premium. Effective July 1, 1979, employer pays 75% of cost.

Meal Allowance: \$2.25 (\$2.00). Effective July 1, 1979, \$2.50.

Safety Shoe Allowance: Maximum of \$20 (\$15) per year.

PRIMARY METAL

Algoma Steel Corporation Ltd. at Sault Ste. Marie - Local 4509, Steelworkers (AFL-CIO/CLC) (clerical and technical employees): A 36-month renewal agreement effective from August 1, 1978 to July 31, 1981, covering 520 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	Aug. 1/78	Aug. 1/79	Aug. 1/80
COLA Fold-in		60¢*	To be determined	
General Increases		20¢	10¢	10¢
Job Class Increment				
Between J.C. 5 & 6				57.8¢ (55.8¢)
Between all others				28.9¢ (27.9¢)
Collating Clerk (Job Class 0)		\$6.539 (\$5.739)	\$6.639	\$6.739
Senior Typist Clerk (Job Class 4)		\$7.655 (\$6.855)	\$7.755	\$7.895
Senior Maintenance Clerk (Job Class 8)		\$9.05 (\$8.25)	\$9.15	\$9.33

*Consists of 43¢ generated from the previous agreement for the period ending April 1978 and a 17-cent COLA payment estimated earlier for the period May-July 1978. The subsequent Consumer Price Index for July 1978 indicated the adjustment should have been 21¢. The additional 4¢ will be added to the next quarterly adjustment.

Previous rates, shown in brackets, include a COLA fold-in of 36¢ made on August 1, 1977.

Cost of Living Allowance: Quarterly adjustments of 1¢ per 0.3 point increase in the Consumer Price Index, where 1971 equals 100, beginning with the period August-October 1978 and continuing to May 1981. Folded in on August 1, 1979 and August 1, 1980. (Formula is unchanged.) In order to partially offset the cost of an adjustment to hours of work, the allowance for the first 3 quarters will be reduced.

Hours of Work: All employees - 8 hours per day, including a paid lunch period. (Previously, most employees on an 8-hour schedule were paid for 7 3/4 hours and had a 20-minute unpaid lunch period.)

Health and Welfare: Life Insurance and A.D. & D. - Varies by job classification from \$13,000 to \$16,000 (\$10,000 to \$13,000).

Weekly Indemnity - Varies by job class. Currently, \$160 to \$200 per week. Effective in 1979, benefits will follow the U.I.C. maximums set as of January 1 each year.

Other Provisions: As reported below for Algoma Steel Corporation and Local 2251, Steelworkers.

Algoma Steel Corporation Limited at Sault Ste. Marie - Local 2251, Steelworkers (AFL-CIO/CLC) (production and maintenance employees): A 36-month renewal agreement effective from August 1, 1978 to July 31, 1981, covering 6,900 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 5 months.

Wages:	Effective	Aug. 1/78	Aug. 1/79	Aug. 1/80
	COLA Fold-in	60¢*	To be determined	
	General Increases	20¢	10¢	10¢
	Job Class Increment			13.7¢ (12.7¢)
	Janitor (Job Class 1)	\$6.81 (\$6.01)	\$6.91	\$7.01
	Electrician (Job Class 16)	\$8.715 (\$7.915)	\$8.815	\$9.065
	Mill Roller (Job Class 27)	\$10.112 (\$ 9.312)	\$10.212	\$10.572

*Consists of 43¢ generated from the previous agreement for the period ending April 1978 and a 17-cent COLA payment estimated in advance for the period May-July 1978. The subsequent Consumer Price Index for July 1978 indicated that the adjustment should have been 21¢. The additional 4¢ will be added to the next quarterly adjustment.

Previous rates shown in brackets include a COLA fold-in of 36¢ made on August 1, 1977.

Cost of Living Allowance: Quarterly adjustments of 1¢ per 0.3 point increase in the Consumer Price Index, where 1971 equals 100. Quarterly adjustments begin with the period August-October 1978 and continue till May 1981. There will be fold-ins on August 1, 1979 and August 1, 1980. (Formula is unchanged.)

Performance Bonus Plan: Extended without change.

Paid Vacation: Effective January 1, 1979, 6 weeks after 20 (22) years.

Health and Welfare: Life Insurance and A.D. & D. - \$13,000 (\$10,000) coverage.
Life Insurance for Retirees - Minimum coverage (new) is \$1,000.
OHIP - Employer continues to pay 100% of the required premiums, including any increases.

Weekly Indemnity - Effective in 1979, maximum benefits will equal U.I.C. maximums as set January 1 of each year. (Currently, \$160.)

Dental Plan - Payments are based on the 1978 (1975) Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - Effective August 1, 1978, \$12 (\$10) per month per year of service, to a maximum of 40 years.

Supplementary Benefit - Effective August 1, 1978, \$11 (\$9) per month per year of service, to a maximum of 30 years.

Maximum Benefit - Effective August 1, 1978, \$810 (\$670) per month with 40 years of service. \$690 (\$570) with 30 years of service and age 58.

Current Pensioners Benefits - Increase by \$20 per month for employees who retired prior to August 1, 1978.

Meal Allowance: Effective August 1, 1978, \$3.25 (\$2.25). Effective August 1, 1979, \$3.75. Effective August 1, 1980, \$4.25.

Supplementary Unemployment Benefit Plan: Effective August 1, 1979, \$45 (\$30) per week.

METAL FABRICATING

Westeel-Rosco Limited at Toronto - Local 6448, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from June 14, 1978 to June 13, 1980, covering 330 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>June 14/78</u>	<u>June 12/79</u>
	General Increases	43¢	40¢
	Job Class Increment	1.5¢ (13¢)	.5¢
	Job Class 1 (includes Cleaner)	\$5.99 (\$5.56)	\$6.39
	Job Class 17 (includes Tool and Die Maker)	\$8.31 (\$7.64)	\$8.79

Shift Premium: Effective August 14, 1978, 0-22¢-22¢ (0-20¢-20¢).

Health and Welfare: Weekly Indemnity Plan - Effective September 1, 1978, maximum benefit increases to \$153 (\$143) per week. Effective July 1, 1979, \$163 per week.

Dental Plan - Effective September 1, 1978, coverage is based on the 1977 (1975) Ontario Dental Association schedule of fees. Effective July 1, 1979, coverage is extended for endodontic and periodontic work.

Pension Plan: Basic Plan - Effective July 1, 1979, \$5.75 (\$4.75) per month per year of service for future service only.

Meal Allowance: Effective August 1, 1978, \$3.00 (\$1.50) after two hours of overtime.

Mileage Allowance: Effective August 1, 1978, 18¢ (12¢) per mile.

Safety Shoe Allowance: Effective August 1, 1978, employer pays \$20 (\$15) toward the cost of 1 pair per year.

International Hardware Company of Canada Limited at Belleville - Locals 4 and 428, Molders (AFL-CIO/CLC) (production and office employees): Two 24-month renewal agreements effective June 2, 1978 to June 1, 1980, covering 207 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>June 2/78</u>	<u>Dec. 4/78</u>	<u>June 2/79</u>
Increases			\$5.30 per week for office employees; 17¢ for non-incentive workers; 10¢ for incentive workers	\$5.30 per week for office employees; 17¢ for non-incentive workers; 10¢ for incentive workers

Classification Adjustment	5¢ for Lead Hand and Cylinder Lay-out; 3¢ for Contract Typist
---------------------------	---

Hourly Rates

Job Group 16 (includes Labourer)	\$4.34-\$4.51 (\$4.17-\$4.34)	\$4.51-\$4.68
Job Group 24 (includes Tool and Die Maker)	\$5.41-\$5.58 (\$5.24-\$5.41)	\$5.58-\$5.75

Weekly Rates

Grade 5 (includes Clerk Typist)	\$123.20-\$136.20 (\$117.90-\$130.90)	\$128.50-\$141.50
---------------------------------	---------------------------------------	-------------------

Maximum rates for Labourer and Tool and Die Maker are reached after a probationary period of 40 working days. Maximum rate for Clerk Typist is reached after an increase upon completion of the 60 working day probationary period and one 6-month increase.

Cost of Living Allowance: Hourly-Rated Employees - 1¢ per hour for each 0.5 rise or fall in the Consumer Price Index, where 1961 equals 100. To be adjusted quarterly. (Formula is unchanged.)

Office Employees - 40¢ per week for each 0.5 rise or fall in the CPI, where 1961 equals 100. To be adjusted quarterly. (Formula is unchanged.)

Shift Premium: Effective June 2, 1978, 0-20¢-20¢ (0-15¢-15¢).

Paid Vacation: 3 weeks after 5 (6) years of service.

Pension Plan:	<u>Basic Benefit</u> - Effective August 1, 1978, \$9.00 per month per year of future service. (Previously, based on employees' contribution of earnings.)
Safety Shoe Allowance:	Employer pays \$20 toward the cost of 2 pairs per year for Time Keepers and Expeditors (new).

TRANSPORTATION EQUIPMENT

Glendale Corporation (R.V. Division) at Strathroy - Local 2374, Machinists (AFL-CIO/CLC): A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 2 weeks.

Wages:	Effective	<u>Sept. 1/78</u>
	General Increase	30¢
	Group E (includes Sub-Assembly)	\$5.09-\$5.34 (\$4.79-\$5.04)
	Group A (includes Maintenance)	\$6.02 (\$5.72)
	Probationary period is 60 working days. Maximum rate for Sub-Assembly is reached after increases at 60 and 120 working days.	
Health and Welfare:	<u>Weekly Indemnity</u> - Effective September 1, 1978, benefit increases to \$100 (\$75) per week.	
	<u>Dental Plan (new)</u> - Effective September 1, 1978, employer pays 50% of cost of Blue Cross #7 plan. Coverage is based on the 1978 Ontario Dental Association schedule of fees.	
Premium Pay:	14¢ (13¢) per mile for Drivers of Floats and Mobile Homes when driving.	

Canadian Fram Ltd. at Chatham - Local 127, Auto Workers (CLC): A 36-month renewal agreement effective from August 23, 1978 to August 22, 1981, covering 700 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Aug. 23/78</u>	<u>Aug. 23/79</u>	<u>Aug. 23/80</u>
	COLA Fold-in	\$1.53 (includes a 13-cent advance)		
	General Increases	40¢	20¢	20¢
	Skilled Trades Adjustments	15¢	10¢	
	Janitor (Labour Gr. 1)	\$8.21 (\$6.28)	\$8.41	\$8.61

	<u>Aug. 23/78</u>	<u>Aug. 23/79</u>	<u>Aug. 23/80</u>
Journeyman Electrician (Labour Gr. 5)	\$9.72 (\$7.64)	\$10.02	\$10.22
Cost of Living Allowance:	1¢ per hour per 0.3 (0.35) point rise or fall in the Consumer Price Index, where 1971 (previously, 1961) equals 100. 9-cent per hour float continues.		
Shift Premium:	0-25¢-30¢ (0-20¢-25¢).		
Overtime Pay:	Double time for any weekend overtime if Friday is a designated holiday. (Previously, time and one-half on Saturday and double time on Sunday.)		
Paid Holidays:	Remembrance Day and Heritage Day, or as proclaimed, are added, for a total of 17 (15) days, including 10 days at Christmas.		
Paid Vacation:	1 week at 4% of gross wages for an employee with seniority but less than 1 year of service, 2 weeks at 5% after 3 years, 3½ weeks at 7% after 5 years and 4 weeks at 8% after 10 years. (Previously, 4% vacation pay with less than 1 year's service, 3 weeks at 6% after 5 years, 3 weeks at 7% after 10 years and 4 weeks at 8% after 15 years.)		
Bereavement Leave:	3 (1) days' paid leave for grandchild.		
Imprisonment Leave (new):	Up to 30 days, unpaid, for motor convictions.		
Jury Duty:	An employee on the first or second shift does not have to report to work if excused after 11:30 a.m.. (Previously, an employee on second shift had to report for full shift if dismissed before 2:30 p.m.) Third shift provision remains the same.		
Leave for Union Business:	Maximum of 5 (3) employees at one time.		
Maternity Leave:	Up to 9 months, unpaid, with seniority retained. (Previously, in accordance with legislation.)		
National Service Leave (new):	Leave without pay for employees required to be off work due to the War Measures Act.		
Political Leave (new):	Up to 30 days, unpaid, to campaign.		
Health and Welfare:	<u>Life Insurance</u> - \$18,000 (\$15,000) coverage. <u>Dependent Life Insurance</u> - Spouse - \$2,000. Dependent child - \$500. (Previously, coverage was provided under the A.D. & D. Plan.) <u>A.D. & D.</u> - \$9,000 (\$7,500) coverage. <u>OHIP</u> - Employer continues to pay full premium costs. <u>Dental Plan</u> - Prosthetic and orthodontic services are added, with 50% coverage of expenses. Maximum orthodontic benefit is \$500.		

Pension Plan:	Effective	Jan. 1/79	Jan. 1/80	Jan. 1/81
Basic Benefit		\$10.00 (\$8.00)	\$10.50	\$11.00
Supplemental-				
Prior to Age 65		\$9.00 (\$8.00)	\$10.00	\$11.00
After Age 65		\$9.00 (\$7.00)	\$ 9.50	\$10.00

Early Retirement - Effective January 1, 1980, at any age (previously, 62) and with 30 years' service, with no actuarial reduction. Special Allowance benefit level (new) - \$700 per month.

Surviving Spouse Benefit - 60% (55%) of basic pension. Now applies if employee dies before having retired, provided he was eligible to retire at time of death (new).

Transition and Bridge Survivor Income - Ranges from \$125 to \$275 (\$100 to \$200) per month, according to classification.

Layoff Allowance: 80% (75%) of gross pay during regular layoffs for eligible employees.

Relocation Allowance: Ranges from \$450 to \$1,600 (\$150 to \$900), according to distance between plants and marital status.

Paid Education Fund (new): To be set up to train employees in union leadership, time study and economics. Employer will contribute 1¢ per hour.

Union Security: Summer students must pay union dues (new).

Collingwood Shipyards Division of Canadian Shipbuilding and Engineering Ltd. at Collingwood - Local 6320, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from July 1, 1978 to June 30, 1980, covering 500 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	July 1/78	Jan. 1/79	July 1/79	Jan. 1/80
General		14¢	9% less	5% less	4% less
Increases			15¢*	5¢*	5¢*
Additional Adjustment		23¢ for expeditors			
Labourer		\$5.55 (\$5.41)	\$5.90	\$6.15	\$6.35
Tradesman Class "A"		\$6.81 (\$6.67)	\$7.27	\$7.58	\$7.83

*These deductions finance the improved benefits reported below.

Previous rates reflect a rollback by the Anti-Inflation Board.

Paid Vacation: Effective July 1, 1978, 2 weeks at 4.16% plus \$2 per month of service for employees with less than 2 years of service, 2 weeks at 4.16% plus \$25 per week of vacation after 2 years, 3 weeks at 6.36% plus \$25 per week of vacation after 7 years, 4 weeks at 8.64% plus \$30 per week of vacation after 15 years and 4 weeks at 11% plus \$30 per week of vacation after 20 years (all unchanged)

Effective July 1, 1979, 4 weeks at 8.64% plus \$30 per week of vacation after 12 years and 5 weeks (new) at 11% plus \$30 per week of vacation after 20 years. The \$30 bonus for the fifth week of vacation does not apply if an employee elects to work the fifth week.

Health and
Welfare:

Weekly Indemnity - Effective January 1, 1979, benefits equal 66 2/3% of normal salary, to U.I.C. maximum. Payable on a 1-4-26 basis. (Previously, a flat \$100 per week, payable on a 1-8-26 basis.)

Dental Plan (new) - Effective January 1, 1979, comprehensive coverage will be provided. Employer pays 100% of premium.

Pension Plan:

The 5-cent diversion from the January 1, 1980 wage increase will be used to improve benefits for past and future service, as determined by the Pension Committee.

Leather
Allowance:

5¢ (4¢) per hour for Class "A" and "B" welders.

ELECTRICAL PRODUCTS

Canadian Appliance Manufacturing Company Limited at Weston - Locals 3129 and 7921, Steelworkers (AFL-CIO/CLC) (production and office employees):
Two 24-month renewal agreements effective from June 24, 1978 to June 23, 1980, covering a total of 600 employees, settled during a work stoppage. Duration of negotiations - 5 months.

Wages:	Effective	June 24/78	June 24/79
General Increases		32¢	21¢
Job Class Increment		14¢ (13½¢)	
<u>Hourly Rates</u>			
Sweeper (Job Class 3)		\$5.63 (\$5.30)	\$5.84
Tool & Die Maker (Job Class 20)		\$8.010 (\$7.595)	\$8.220
<u>Weekly Rates*</u>			
Grade 1		\$186.50 (\$174.50)	\$194.38
Grade 16		\$336.50 (\$324.50)	\$344.38

*Based on 37½ hours per week.

Cost of Living
Allowance:

4 quarterly calculations beginning October 1978, at 1¢ per hour per .45 point change in the Consumer Price Index, where 1971 equals 100. Followed by 3 additional quarterly calculations at 1¢ per hour per .35 point change in the CPI. (Clause was in-operative in the previous agreement.)

Shift Premium: 0-30¢-30¢ (0-25¢-25¢).

Health and Welfare: Life Insurance and A.D. & D. - Effective upon ratification, \$12,000 (\$10,000) coverage.

Weekly Indemnity - Payable on a 1-1-4-52 (1-4-52) basis.

Long Term Disability (new) - Employer pays 100% of premium cost for plan with benefits of \$500 to \$600 per month. Benefits vary by level of regular earnings. To be eligible, employees must have a minimum of 1 year of service.

Pension Plan: Basic Benefit - Effective for retirements in the first year, \$8 (\$7) per month per year of service. Effective for retirements in the second year, \$9 per month per year of service.

Disability Pension - Effective in the second year of the agreement, \$8 (\$6) per month per year of service.

GSW Ltd./Ltee at Fergus, Hamilton, London and Stoney Creek, Ont. and Montreal, Que. - Various Locals, Steelworkers (AFL-CIO/CLC) (office and plant employees): Six 36-month renewal agreements effective from August 1, 1978 to July 31, 1981, covering a total of 605 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Aug. 1/78</u>	<u>Aug. 1/79</u>	<u>Aug. 1/80</u>
General Increases		35¢	30¢	30¢
Skilled Trades Adjustments:				
Apprenticed Skilled Trades and Contractual Journeymen		40¢		
Less than 10 years in Trade		10¢		
Upgrading		Various positions/ limited number		

Fergus

Hourly Rates

Sweeper	\$5.55 (\$5.20)	\$5.85	\$6.15
Tool & Die Maker	\$7.50 (\$6.75)	\$7.80	\$8.10

Weekly Rates

File Clerk	\$180.13 (\$166.13)	\$192.13	\$204.13
------------	------------------------	----------	----------

	<u>Aug. 1/78</u>	<u>Aug. 1/79</u>	<u>Aug. 1/80</u>
Designer	\$270.13 (\$256.13)	\$282.13	\$294.13

Weekly rate increases are calculated on the basis of 40 hours per week.

Base incentive rates receive prorated increases to produce results comparable to those obtained by hourly workers.

Cost of Living Allowance: Quarterly adjustments of 1¢ per 0.35 point rise in the Consumer Price Index where 1971 equals 100. Triggered when the Index reaches 184.7 in the first year, and after a 7-point rise in each of the second and third years. All COLA generated will be prorated into the base rates at the end of each year. (Previous formula, which was suspended due to a ruling of the Anti-Inflation Board, did not have a trigger point.)

Lead Hand Premium: 25¢ per hour, prorated into base incentive rates (previously, 7¢ to 20¢).

Set-up Man Premium: 20¢ (10¢) per hour.

Shift Premium: 0-30¢-30¢ (0-15¢-15¢).

Vacation Bonus (new): Effective in the second year, \$15 per week of vacation.

Union Paid Education Leave (new): 80 hours for the Local at Fergus and 40 hours for each of the other Locals.

Health and Welfare: Life Insurance and A.D. & D. - Effective August 1, 1979, \$11,000 (\$10,000) coverage. Effective August 1, 1980, \$12,000.

Weekly Indemnity - Effective August 1, 1978, \$120 (\$110) per week. Effective August 1, 1979, \$130. Effective August 1, 1980, 66 2/3% of insurable earnings, to U.I.C. maximum. The plan remains payable on a 1-4-26 basis.

Dental Plan - Effective August 1, 1979, periodontal, endodontic, and surgical services are added to coverage.

Pension Plans: GSW Negotiated Pension Plan - Effective August 1, 1978, no maximum to the number of years of service for benefit calculations. (Previously, 30-year limitation.)

Basic Benefit - Effective in the third year for future service only, \$8 (\$6) per month per year of service.

Beatty Pension Plan (A money purchase plan) - Effective in the third year of the agreement, benefits for future service increase to 40% (35%) of contributions.

Phillips Cables Limited at Brockville - Local 510, Electrical Workers (IUE) (AFL-CIO/CLC): A 24-month renewal agreement effective from July 29, 1978 to July 28, 1980, covering 500 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>July 29/78</u>	<u>July 29/79</u>
General Increases:			
	Day Work Rates	40¢	25¢
	Bonus Base Rates	37¢	23¢
	Labourer in Wire Mill	\$5.95-\$6.08 (\$5.55-\$5.68)	\$6.20-\$6.33
	Maintenance Mechanic Gr. 2	\$7.02-\$7.33 (\$6.62-\$6.93)	\$7.27-\$7.58
	Maintenance Technician (Electrical Services)	\$7.91-\$8.22 (\$7.51-\$7.82)	\$8.16-\$8.47
Cost of Living Allowance:	1¢ per 0.34 point increase in the Consumer Price Index from May 1979 to July 1979. Adjusted quarterly thereafter. 1971 equals 100. (Clause was suspended in the previous agreement.)		
Christmas Bonus:	\$25 (\$20).		
Vacation Bonus:	\$125 (\$100) for employees with 23 or more years of service.		
Bereavement Leave:	Effective July 29, 1979, brother-in-law and sister-in-law are added, for up to 1 day's paid leave.		
Health and Welfare:	<u>Weekly Indemnity</u> - Benefits are payable from the first day of accident, first day in hospital (new) and eighth day of sickness. <u>Dental Plan</u> - Payments in the first and second contract years are based on the 1978 and 1979 (previously, 1977) Ontario Dental Association fee schedules, respectively.		
Pension Plan:	<u>Basic Benefit</u> - \$8.50 (\$8) per month per year of service for all past and future service. Effective July 29, 1979, \$9.		
Overtime Meal Allowance:	\$2 (\$1.50).		

CHEMICAL AND CHEMICAL PRODUCTS

Union Carbide Canada Limited at Lindsay - Local 512, Printing and Graphic Communications (AFL-CIO/CLC): A 24-month renewal agreement effective from July 1, 1978 to June 30, 1980, covering 373 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>July 1/78</u>	<u>July 1/79</u>
	General Increases	8¢ plus 6.5%	6.87%
	Wrapper Operator	\$5.06-\$5.38 (\$4.67-\$4.97)	\$5.41-\$5.75

	<u>July 1/78</u>	<u>July 1/79</u>
Electrician 1	\$7.05-\$7.16 (\$6.54-\$6.64)	\$7.35-\$7.65

Previous rates reflect a rollback in the 1976-1978 contract wage rates by the Anti-Inflation Board.

Probationary period is 12 weeks. Maximum rates for Wrapper Operator are reached after six months. Maximum rates for Electrician 1 are based on merit.

Shift Premium: 0-28¢-28¢ (0-23¢-23¢).

Health and Welfare: Dental Plan (new) - Employer pays 100% of cost of plan providing 80% coverage for routine treatment and 50% coverage for major treatment. Deductible is \$25 per person and \$50 per family. Payments are based on the 1976 Ontario Dental Association schedule of fees.

Pension Plan: Early Retirement - Employees may retire at age 55 with 30 (35) years of service.

Tool Allowance: \$40 (\$30) per year for Maintenance employees. Effective July 1, 1979, \$45 per year.

MINES

Algoma Ore Division of the Algoma Steel Corporation Ltd. at Wawa - Local 3933, Steelworkers (AFL-CIO/CLC) (production and maintenance employees):
A 36-month renewal agreement effective from August 1, 1978 to July 31, 1981, covering 500 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Aug. 1/78</u>	<u>Aug. 1/79</u>	<u>Aug. 1/80</u>
Janitor (Job Class 1)		\$6.81 (\$6.01)	\$6.91	\$7.01
Electrician (Job Class 16)		\$8.715 (\$7.915)	\$8.815	\$9.065
Electronic Repairman (Job Class 20)		\$9.223 (\$8.423)	\$9.323	\$9.613

Other Provisions: Wage increases, COLA fold-ins and formula, and other benefit changes are similar to the agreement between Algoma Steel Corporation and Local 2251, Steelworkers, reported on page 546.

TRANSPORTATION

London Transportation Commission - Division 741, Transit Union (AFL-CIO/CLC): A 24-month renewal agreement effective from July 1, 1978 to June 30, 1980, covering 350 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>July 1/78</u>	<u>Aug. 27/78</u>
General Increases		7%	

	<u>July 1/78</u>	<u>Aug. 27/78</u>
COLA Fold-in		8¢
Bus Operator	\$7.26 (\$6.78)	\$7.34
Mechanic	\$7.76 (\$7.25)	\$7.84
	<u>Dec. 31/78</u>	<u>July 1/79</u>
General Increases	0.5%	6.5%
Bus Operator	\$7.38	\$7.86
Mechanic	\$7.88	\$8.39
Cost of Living Allowance:	1¢ for each 0.25 increase in the Consumer Price Index above the base of 201.365 (171.5), where 1971 equals 100. (Basic formula is unchanged.)	
Paid Vacation:	Effective January 1, 1979, 3 weeks after 4 (5) years, 4 weeks after 11 (12) years, 5 weeks after 19 (20) years and 6 weeks after 29 (30) years.	
Health and Welfare:	<u>Life Insurance</u> - Effective November 1, 1978, \$10,000 (\$8,000) coverage.	
Safety Shoe Allowance:	Employer pays a maximum of \$35 per year toward the cost of safety shoes. (Previously, no maximum.)	

COMMUNICATION

Canadian Broadcasting Corporation, Canada-wide - Canadian Union of Public Employees (CLC) (office and professional employees): A 36-month renewal agreement effective from July 4, 1977 to June 29, 1980, covering 2,750 employees. Previously settled in July 1978 (July Report, p. 474), the agreement was reopened in August and extended an additional year.

Wages:	Effective	<u>July 4/77</u>	<u>July 3/78</u>	<u>July 2/79</u>
General Increases		9% (unchanged)	6.5%	7%
<u>Annual Rates</u>				
Clerk (Group 2)	\$8,320-\$8,935 (\$7,633-\$8,197)	\$8,861-\$9,516	\$9,481-\$10,182	
Research Assistant- Information (Group 7)	\$14,574-\$18,158 (\$13,371-\$16,659)	\$15,521-\$19,338	\$16,608-\$20,692	
Announcer (Group 9)	\$19,448-\$24,595 (\$17,842-\$22,564)	\$20,712-\$26,194	\$22,162-\$28,027	

Canadian Broadcasting Corporation - Canadian Union of Public Employees (CLC)
(TV production employees in the English Services Division and Ottawa Area): A 36-month renewal agreement effective from July 4, 1977 to June 29, 1980, covering 1,220 employees. Previously settled in July 1978 (July Report, p.475), the agreement was reopened in August and extended an additional year.

Wages:	Effective	<u>July 4/77</u>	<u>July 3/78</u>	<u>July 2/79</u>
	General	9%	6.5%	7%
	Increases	(unchanged)		
<u>Annual Rates</u>				
	Shop Helper (Group 1)	\$9,360-\$10,903 (\$8,587-\$10,003)	\$9,938-\$11,612	\$10,666-\$12,425
	Stat Camera Operator (Group 4)	\$12,851-\$15,197 (\$11,790-\$13,942)	\$13,686-\$16,185	\$14,644-\$17,318
	Film Editor- In-Charge (Group 7)	\$15,598-\$20,366 (\$14,310-\$18,684)	\$16,612-\$21,690	\$17,775-\$23,208

Canadian Broadcasting Corporation, Canada-wide - Broadcast Employees (NABET) (CLC)
(technical unit): A 24-month renewal agreement effective from July 3, 1978 to July 2, 1980, covering 3,000 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>July 3/78</u>	<u>July 2/79</u>
	Increases:		
	Remote Area Transmitter Technician Group 5, 6-year level	7%	7%
	All Others	6½%	7%
	Group 1 (includes Technical Stores Assistant) 0-4 years	\$10,340-\$13,299 (\$ 9,709-\$12,487)	\$11,064-\$14,230
	Group 4 (includes TV Technician) 0-6 years	\$12,674-\$18,360 (\$11,900-\$17,239)	\$13,561-\$19,645
	Group 7 (includes Senior Transmitter Technician) 0-3 years	\$17,430-\$21,465 (\$16,366-\$20,155)	\$18,650-\$22,968

Hours of Work: 38.75 (40) hours per week. There will be joint study on efficiencies that could lead to the implementation of a 37.5 hour workweek by July 1979.

Classification Structure: A joint study on new criteria will begin no later than October 1, 1978. In addition, an appropriate classification structure for Maintenance and Transmitter Technicians will be developed by December 31, 1978. All costs of committee members are paid by the employer.

Northern Service/Isolated Locations: A joint committee will examine the establishment of a singular payment for specific allowances such as: Northern and Isolated, fuel and service, automobile windshield, winter clothing and vacation travel assistance.

ELECTRIC POWER, GAS AND WATER UTILITIES

Ontario Hydro, Richard L. Hearn G.S. Unit, Toronto - Local 110, Canadian Operating Engineers (CCU): A 12-month renewal agreement effective from July 1, 1978 to June 30, 1979, covering 305 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

The J. Clark Keith G.S. Unit, formerly represented by Local 109 of the Canadian Operating Engineers and a part of this agreement, is now a part of Ontario Hydro's agreement with Local 1000 of the Canadian Union of Public Employees.

Wages: Fully retroactive to July 1, 1978.

Effective	<u>July 13/78</u>
Increase	5.2%-5.9%
Grade 31 (Shift Labourer)	\$6.43-\$7.14 (\$6.07-\$6.74)
Grade 13 (includes Electrician)	\$9.88 (\$9.39)
Grade 18 (Turbine Boiler Operator)	\$11.47 (\$10.90)

Probationary period is 3 months. Maximum rate for Shift Labourer is reached after two 6-month increases.

Health and Welfare: Dental Plan - Effective April 1, 1978, benefits equivalent to those provided by Blue Cross Riders 2 and 4 are added. Payments are based on the 1978 (1977) Ontario Dental Association fee schedule.

Moving Expense Allowance: When the employer requires an employee to move his residence, the employer pays the following:

1. 75% (70%) of legal fees incurred, to a maximum of \$1,000 (\$750),
2. 75% (70%) of real estate brokerage fees incurred, to a maximum of \$4,000 (\$3,000), and
3. 75% (70%) of costs actually incurred in breaking a lease, to a maximum of \$500 (\$400).

Tools: Tools lost by theft are replaced (new).

Scarborough Borough Public Utilities Commission (Hydro Division, Water Works Division and Garage Division) - Local 636, Electrical Workers (IBEW) (AFL-CIO/CLC): A 24-month renewal agreement effective from April 1, 1978 to March 31, 1980, covering 243 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	<u>Effective</u>	<u>Apr. 1/78</u>	<u>Jan. 1/79</u>	<u>Apr. 1/79</u>
	General Increases	5.6%	1.1%	8%
	Labourer	\$6.91 (\$6.54)	\$6.99	\$7.55
	Journeyman Lineman	\$9.77 (\$9.25)	\$9.88	\$10.67
Cost of Living Allowance (new):	Effective in the second year, 1% for each 1% rise or fall in the Consumer Price Index, where 1971 equals 100. To be adjusted quarterly.			
Shift Premium:	0-24¢-26¢ (0-22¢-24¢).			
Paid Vacation:	5 weeks after 20 (23) years of service. Effective April 1, 1979, 4 weeks after 10 (12) years.			
Health and Welfare:	<u>Dental Plan</u> - Effective April 1, 1979, Blue Cross Rider #3 is added. Coverage is extended to include orthodontic treatment.			
Pension Plan:	<u>Basic Benefit</u> - Effective January 1, 1979, OMERS Supplementary Type 3 is added.			
	<u>Early Retirement</u> - Employees with 30 years of service may retire at age 55, with no reduction in benefits (new).			
Safety Boot Allowance:	\$35 (\$27.50) toward the cost of 1 pair per year. Effective April 1, 1979, \$40.			

Windsor Utilities Commission - Local 636, Electrical Workers (IBEW) (AFL-CIO/CLC): A 12-month renewal agreement effective April 1, 1978 to March 31, 1979, covering 216 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	<u>Effective</u>	<u>Apr. 1/78</u>
	General Increase	1.5%
	Labourer	\$7.03 (\$6.92)
	Lineman	\$8.68 (\$8.55)
Cost of Living Allowance:	38-cent allowance generated during the term of the previous agreement will continue to float.	
	1¢ per hour for each 0.5 increase in the Consumer Price Index, where 1961 equals 100. To be adjusted quarterly. (Formula is unchanged.)	

Paid Vacations: 5 weeks after 22 (23) years of service.

Meal Allowance: Effective August 14, 1978, \$3.75 (\$3.00) after 4 hours of overtime.

Safety Shoe Allowance: \$30 (\$29) toward the cost of 1 pair per year.

The Consumers' Gas Company at Toronto and other centres - Independent Gas Workers' Union (operations employees):

A 24-month renewal agreement effective from September 8, 1978 to September 7, 1980, covering 650 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Sept. 8/78</u>	<u>Sept. 8/79</u>
	Average Increases	62¢	58¢
	Labourer	\$6.61 (\$6.07)	\$7.20
	Truck Driver	\$7.12 (\$6.54)	\$7.70
	Pipeline Welder	\$8.76 (\$8.04)	\$9.30

Paid Holidays: The third Monday in February is added, for a total of 11 (10) days.

Paid Vacation: 4 weeks after 12 (15) years.

Health and Welfare: Life Insurance - \$13,000 (\$10,000) coverage.

Dental Plan - Payments are based on the 1977 (1976) Ontario Dental Association fee schedule.

Comprehensive Plan - Effective January 1, 1979, a new benefit package will include an L.T.D. plan. Details are currently under review.

Meal Allowance: \$3.50 (\$3.00).

Mileage Allowance: 15¢ per mile for all miles beyond a 6-mile radius from the employee's normal base. (Previously, 15¢ per mile for the first 6 miles beyond this radius and 10¢ per mile thereafter.)

EDUCATION AND RELATED SERVICES

Wentworth County Board of Education - District 36, Ontario Secondary School Teachers'

Federation (Ind.): A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 425 employees, settled by arbitration. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/78</u>
	General Increase	6%

Sept. 1/78

Teacher Category I	\$12,900-\$22,148
0-11 years	(\$12,170-\$20,894)
Teacher Category IV	\$15,623-\$28,369
0-11 years	(\$14,739-\$26,763)

Health and Welfare: Dental Plan - Effective September 1, 1978, employer pays 100% of cost of premiums for Blue Cross Dental Plan #9 (previously, 50% of cost of premiums for Blue Cross Dental Plan #7).

University of Windsor - Local 1001, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from July 1, 1977 to June 30, 1979, covering 204 employees, settled at the post mediation officer bargaining stage. Duration of negotiations - 2½ months.

Wages:	Effective	<u>July 1/77</u>	<u>July 1/78</u>
	COLA	36¢*	
	Fold-in		
	Increases	2.2% on the average. Dietary Workers receive no general wage increase.**	5%. Dietary Workers receive no general wage increase.
	General Cafeteria	\$5.02	\$5.38
	Help	(\$5.02)	
	Plumber	\$10.25 (\$ 9.71)	\$10.76

Previous rates reflect a 9-cent rollback by the Anti-Inflation Board.

*Dietary Workers receive this COLA fold-in in 4 installments - 4¢ effective July 3, 1977, 15¢ effective October 9, 1977, 9¢ effective January 1, 1978 and 8¢ effective April 9, 1978.

**Note: Increases are subject to approval by the Anti-Inflation Board.

Cost of Living Provision: Provision is suspended during the term of the 1977-79 agreement. Effective July 1, 1979, it will be reactivated.

Student Rate: The University is no longer required to pay its student employees Union rates.

Work Guarantee for Dietary Workers: 32 (35) weeks per year. In the event of layoff, Dietary Workers are required to bump.

Metropolitan Toronto Library Board - Local 1582, Canadian Union of Public Employees (CLC) (office and clerical employees, full and part-time): Two 12-month renewal agreements effective from January 1, 1978 to December 31, 1978, covering 218 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/78</u>
	Increases	6% for full-time employees; 5.75% for part-time employees
	Code A (Mail Clerk)	\$8,446-\$9,607 (\$7,968-\$9,063)
	Code E (Library Assistant)	\$12,640-\$14,357 (\$11,925-\$13,545)
	Part-time General	\$3.81 (\$3.60)
	Probationary period is 6 months. Maximum rates are reached on merit.	
Paid Holidays:	Boxing Day is added to the part-time agreement, for a total of 8 (7) days.	

This settlement has been approved by the Anti-Inflation Board.

HEALTH AND WELFARE SERVICES

Mount Sinai Hospital at Toronto - Local 204, Service Employees International Union (AFL-CIO/CLC) (office and clerical employees): A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 208 employees, settled at the arbitration stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/78</u>
	General Increase	28¢
	Clerk-Typist I	\$4.49-\$5.04 (\$4.21-\$4.76)
	Dispatcher	\$5.49-\$6.10 (\$5.21-\$5.82)
	Probationary period is 66 days worked. Maximum rates are reached after 4 years.	
Bereavement Leave:	Grandparents are included in up to 3 days' paid leave to attend funeral.	
	One day's paid leave is granted on death in the immediate family, if unable to attend funeral.	
Health and Welfare:	<u>Dental Plan</u> - Employer pays 50% of cost of premiums for new basic dental plan.	

St. Catharines General Hospital - Ontario Nurses' Association (Ind.) (nurses, full and part-time): A 24-month renewal agreement effective from October 1, 1976 to September 30, 1978, covering 360 employees, settled at the arbitration stage. Duration of negotiations - 24 months.

Wages: Special Hiring Rate (new) - Effective October 1, 1976, Registered Staff Nurses who are hired with less than 1 year of clinical experience receive \$1,115 per month. Effective October 1, 1977, special hiring rate increases to \$1,190 per month. After 6 months' service the minimum rates shown below are paid.

The desirability of maintaining the special hiring rate will be reviewed upon the expiration of the agreement.

Effective	Oct. 1/76	Oct. 1/77
General Increases	\$93 per month*	\$75 per month
Adjustments (see "Differential" below)		
Registered Staff Nurse	\$1,208-\$1,408 (\$1,115-\$1,315)	\$1,283-\$1,483
Head Nurse	\$1,320.36-\$1,520.36 (\$1,220.30-\$1,420.30)	\$1,395.36-\$1,595.36
Regular Part-time Registered Nurse	\$60.87-\$71.05 (\$56.61-\$66.76)	\$64.79-\$74.51

Probationary period is 60 worked tours. Maximum rates for Registered Staff Nurse and Head Nurse are reached after seven annual increases.

*Note: Increases are subject to approval by the Anti-Inflation Board. 60% of negotiated wage rates is payable immediately.

Differential - Following application of the scheduled general increases, the rates effective October 1, 1976 and October 1, 1977 for Assistant Head Nurse and Head Nurse were adjusted to maintain the differential over a Registered Staff Nurse rate that existed under the previous agreement.

Shift Premium: Effective October 2, 1978, 0-\$1.65-\$1.65 (0-\$1.55-\$1.55).

Standby Pay: Effective October 2, 1978, \$10.00 (\$8.50) per complete shift of standby duty.

Paid Vacation: Effective October 1, 1976, 5 weeks (new) after 25 years' service.
Effective October 1, 1977, 5 weeks after 22 years' service.

**Health and
Welfare:** Life Insurance and A.D. & D. - Effective October 2, 1978, optional coverage is two times (previously, one and one-half times) annual salary, to the nearest \$500.

Semi-Private Hospitalization (new) - Effective October 2, 1978, employer pays 100% of cost of premiums.

**Responsibility
Allowance:** \$2.00 (\$1.00) per afternoon or night tour for a nurse-in-charge when there is no Assistant Head Nurse or Head Nurse.

Salvation Army Grace Hospital at Windsor - Local 210, Service Employees International Union (AFL-CIO/CLC): A 22-month renewal agreement effective from June 1, 1978 to March 31, 1980, covering 250 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	June 1/78	Apr. 1/79	Dec. 1/79
General		\$30 per	\$30 per	\$30 per
Increases		month	month	month
Housekeeping		\$809-\$854	\$839-\$884	\$869-\$914
Maid		(\$779-\$824)		
Registered		\$945-\$1,011	\$975-\$1,041	\$1,055-\$1,071
Nursing		(\$915-\$ 981)		
Assistant				
Maintenance		\$1,025-\$1,089	\$1,055-\$1,119	\$1,085-\$1,149
Man (Painter, Carpenter)		(\$ 995-\$1,059)		

Previous rates reflect a rollback in the 1976-1978 contract wage rates by the Anti-Inflation Board.

Probationary period is 60 working days. Maximum rates are reached after two 6-month increases.

Shift Premium: Effective August 21, 1978, 0-\$1.65-\$1.65 (0-\$1.55-\$1.55).

Paid Vacation: Effective January 1, 1979, 5 weeks after 22 (25) years of service.
Effective January 1, 1980, 5 weeks after 20 years of service.

Bereavement Leave: Grandparents are added for 1 day's paid leave.

Health and Welfare: Dental Plan (new) - Effective August 21, 1978, employer pays 50% of cost for equivalent to the Blue Cross #7 Plan. Coverage is based on the 1978 Ontario Dental Association schedule of fees.

Bestview Holdings Limited and Bestview Services Limited at Markham, Newmarket, Orillia, St. Catharines, Sarnia and Toronto - Christian Labour Association (Ind.): A reopener agreement effective from April 2, 1978 to March 31, 1979, covering 350 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	Apr. 2/78
Increase		10¢-26¢
Kitchen, Housekeeping, Laundry		\$4.35-\$4.84 (\$4.21-\$4.60)
R.N.A.		\$5.03-\$5.60 (\$4.88-\$5.48)

Previous rates reflect a 2% rollback in the 1977 wage rates by the Anti-Inflation Board.

Probationary period is 450 hours worked. Maximum rates are reached after 3 (2) annual increases for Kitchen, Housekeeping and Laundry, and 3 annual increases for R.N.A..

Optional Lieu 12¢ per hour in lieu of all benefits for part-time employees.
Payment (new):

Uniform Effective June 1, 1978, \$4.00 per month for full-time and \$2.00
Allowance per month for part-time employees. Effective October 1, 1978,
(new): \$5.00 and \$2.50, respectively.

SERVICES TO BUSINESS MANAGEMENT

Atomic Energy of Canada Ltd. at Chalk River and Deep River - Atomic Energy Allied Council (AFL-CIO/CLC) (various unions): A 24-month renewal agreement effective from June 1, 1978 to May 31, 1980, covering 690 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>June 1/78</u>	<u>June 1/79</u>
	Average Increases	6%	6%
	Stationary Engineer Trainee Class II (Group 6A)	\$5.76 (\$5.41)	\$6.13
	Stationary Engineer Class IV (Group 4A)	\$6.87 (\$6.48)	\$7.28
	Electrician (Group 1)	\$8.18 (\$7.71)	\$8.66

Shift Premium: 0-23¢-30¢ (0-21¢-28¢). Effective June 1, 1979, 0-25¢-32¢.

Sunday Shift 85¢ (80¢) per hour for regularly scheduled work, plus evening
Premium: or night shift differentials, where applicable. Effective
June 1, 1979, 90¢ per hour.

Paid Vacation: Effective April 1, 1978, 16 days after 12 (13½) years of service,
17 days after 13½ (14) years, 18 days after 14 (14½) years, 20
days after 14½ (15) years, 21 days after 21 (22) years, 22 days
after 23 (24) years, 23 days after 25 (26) years, 24 days after
27 (28) years and 25 days after 29 (30) or more years.

Effective April 1, 1979, 16 days after 11 years, 17 days after
12½ years, 18 days after 13 years and 20 days after 13½ years.

Birth and Effective August 20, 1978, 1 day's paid leave.
Adoption Leave
(new):

Health and Life Insurance - Effective June 1, 1979, employer pays 60% (50%)
Welfare: of premium.

Hospital-Medical - Employer contributes \$35.75 (\$30.75) per month
for family coverage and \$18 (\$15.50) per month for single coverage.
Premium covers OHIP and the Blue Cross Extended Health Care Plan,
including semi-private hospital coverage. Effective June 1, 1979,
\$40 and \$20 per month, respectively.

Retirement Compensation: Effective August 20, 1978 for an employee who retires on immediate unreduced pension, 50% of a week's pay for each completed year of continuous service, with a minimum of \$145 (\$136) per year of service. Effective June 1, 1979, 60% of a week's pay, with a minimum of \$160 per year of service.

Management-Union Employee Assistance Fund: Equal contributions shall be made in July of each year of \$3.50 (\$3.00) per employee. Effective in 1979, \$4 per employee.

Atomic Energy Research Company at Chalk River and Deep River - Local 404, Office Employees (AFL-CIO/CLC): A 24-month renewal agreement effective from August 1, 1978 to July 31, 1980, covering 270 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Aug. 1/78</u>	<u>Aug. 1/79</u>
	Increases	\$415-\$1,065	\$445-\$1,120
	Range AC 1 (Office Assistant)	\$7,450-\$8,990 (\$7,035-\$8,505)	\$7,895-\$9,505
	Range AC 8 (includes Purchasing Agent)	\$18,280-\$20,370 (\$17,310-\$19,305)	\$19,305-\$21,490

Shift Premium: 0-\$1.85-\$2.40 (0-\$1.70-\$2.25) per shift. Effective August 1, 1979, 0-\$2.00-\$2.55.

Sunday Shift Premium: \$6.80 (\$6.40) per shift. Effective August 1, 1979, \$7.20.

Paid Vacation: Effective April 1978, 16 days after 10 (10 3/4) years, 17 days after 11 (11 3/4) years, 18 days after 12 (12 3/4) years, 19 days after 13 (13 3/4) years, 20 days after 14 (14 3/4) years, 21 days after 18 (18 3/4) years, 22 days after 21 (21 3/4) years, 23 days after 24 (24 3/4) years, 24 days after 27 (27 3/4) years, and 25 days after 29 (29 3/4) years.

Effective April 1, 1979, 16 days after 9 years, 17 days after 10 years, 18 days after 11 years, 19 days after 12 years, and 20 days after 13 years.

Health and Welfare: For benefit changes, refer to above agreement between Atomic Energy of Canada Ltd. and Atomic Energy Allied Council.

PERSONAL SERVICES

Harbour Castle Hilton at Toronto - Local 351, Laundry Workers* (CLC): A 34-month first agreement effective from August 10, 1978 to June 15, 1981, covering 800 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

*Certified as the new bargaining agent on June 15, 1978. (Previously, the Hotel Employees Union acted as bargaining agent.)

Wages: Signing Bonus - In lieu of retroactivity (previous contract expired December 31, 1977), a lump sum payment of \$200 for full and part-time gratuity employees and \$300 for non-gratuity employees is granted. Prorated for employees hired after January 1 1978.

Effective	<u>Aug. 10/78</u>	<u>June 15/79</u>	<u>June 15/80</u>
Increases:			
Gratuity Employees	10¢	10¢	10¢
Non-Gratuity Employees	18¢-36¢	18¢-43¢	27¢-52¢
Waiter/Waitress (Gratuity)	\$2.85 (\$2.75)	\$2.95	\$3.05
Maid (Non-Gratuity)	\$3.40 (\$3.15)	\$3.67	\$4.00
Electrician	\$5.35 (\$5.00)	\$5.78	\$6.30

Rates shown are minimum and do not include the prevalent use of merit pay. Employees receiving merit pay are granted increases sufficient to maintain their differential with other employees.

Probationary
Rate (new): 10% less than contract rates.

Rest Period (new): 10 minutes, twice a day.

Paid Holidays: Easter Monday is deleted. Remembrance Day is added. Effective in 1980, the third Monday in February or Heritage Day if proclaimed by the Government, is added, for a total of 11 days.

Paid Vacation: 3 weeks (new) after 5 years.

Health and Welfare: Employer Contribution to Union Fund (new) - Effective August 10, 1978, \$10 per month per full-time employee. Effective January 1, 1979, \$12. Effective October 1, 1979, \$18.

Plans call for the Fund to provide Life Insurance, A.D. & D., Weekly Indemnity and Major Medical coverage and, effective October 1, 1979, a Dental Plan.

OHIP - The employer contributes \$13 (\$11) per month for full and part-time single employees and \$26 (\$22) per month for married employees.

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Professional Institute (Ind.) (biological sciences and forestry groups): Two 22-month renewal agreements effective from September 12, 1978 to July 6, 1980, with wages retroactive to July 10, 1978, covering 870 employees in the biological sciences group and 110 employees in the forestry group. Settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>July 10/78</u>	<u>July 9/79</u>
Increases:			
BI-1 to BI-4 and FO-1 to FO-3		7.5%	6.75%
BI-5 and FO-4		7%	6%

Annual Rates:	<u>July 10/78</u>	<u>July 9/79</u>
<u>Biological Sciences</u>		
BI-1*	\$18,830-\$21,021 (\$17,511-\$19,548)	\$20,110-\$22,449
BI-5	\$33,317-\$37,031 (\$31,137-\$34,631)	\$35,316-\$39,253
<u>Forestry</u>		
FO-1*	\$18,858-\$24,877 (\$17,536-\$23,133)	\$20,140-\$26,568
FO-4	\$32,281-\$37,264 (\$30,169-\$34,864)	\$34,218-\$39,500

*Excludes university recruiting rates.

Acting Pay:	Qualifying period is 20 (30) consecutive days.
Call-back Pay:	4 (3) hours at straight time or the applicable overtime rate for the time worked, whichever is greater.
Paid Holidays:	11, plus 1 additional day when proclaimed by Parliament, for a total of 12 days.
Paid Vacation:	4 weeks after 12 (13) years and 5 weeks after 26 (27) years. Effective July 9, 1979, 4 weeks after 10 years and 5 weeks after 25 years.
Bereavement Leave:	Stepmother and stepfather are added for up to 4 days' paid leave plus up to 3 days' paid leave for travel. Grandchild is added for up to 1 day's paid leave.
Marriage Leave:	Up to 5 days' paid leave if 15 (20) days' notice is given.
Severance Pay:	1 week's pay per year of continuous employment, to a maximum of 27 weeks, for an employee who has completed more than 2 years of continuous employment and who ceases to be employed by reason of rejection during a probationary period (new).

Government of Canada (Treasury Board) - Professional Institute (Ind.) (scientific research group): A 22-month renewal agreement effective from September 7, 1978 to June 22, 1980, with wages retroactive to June 26, 1978, covering 1,995 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>June 26/78</u>	<u>June 25/79</u>
Increases		7.42%, to a maximum of \$2,400	6.9%

Annual Rates:	<u>June 26/78</u>	<u>June 25/79</u>
RS-1	\$16,500-\$23,910 (\$15,230-\$22,240)	\$17,660-\$25,580
RS-4	\$35,558-\$45,350 (\$33,158-\$42,950)	\$37,958-\$47,750
Research Manager 2	\$32,190-\$41,130 (\$29,790-\$38,730)	\$34,590-\$43,530

Work on Paid Holidays:	Time and one-half in addition to regular pay (unchanged) or a day of paid leave plus pay at time and one-half for all hours worked on a holiday (new). Any unliquidated lieu days are paid in cash at the end of the fiscal year (new).
Work on Days of Rest:	Time and one-half on first day of rest and double time on second day of rest, regardless of whether an employee is working inside or outside of the headquarters area. (Previously, straight-time on days of rest away from headquarters.) Does not apply when employee is working in the field.
Paid Holidays:	11, plus 1 additional day when proclaimed by Parliament as a National Holiday, for a total of 12 days.
Paid Vacation:	4 weeks after 12 (13) years and 5 weeks after 26 (27) years. Effective June 25, 1979, 4 weeks after 10 years and 5 weeks after 25 years.
Field Survey Allowance:	\$225 (\$175) for each 30 calendar days.

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC)
(general services, non-supervisory and supervisory): A 4-month renewal agreement effective from August 21, 1978 to December 24, 1978, with wages retroactive to December 26, 1977, covering 13,265 employees, settled with mediation assistance. Duration of negotiations - 9 months.

Wages:	Effective	<u>Dec. 26/77</u>
	Increase	6%, with a minimum of 29¢ per hour
	Additional Adjustment	MES-10 Zone 9 - 10¢ per hour FOS-5 Zone 22 - 20¢ per hour

Non-Supervisory Rates

<u>Sub-Group</u>	<u>Ottawa</u>	<u>Halifax</u>	<u>Vancouver</u>
Building Services (Levels 1-12)	\$3.85-\$8.46 (\$3.56-\$7.98)	\$3.70-\$8.10 (\$3.41-\$7.64)	\$4.30-\$9.51 (\$4.01-\$8.97)
Food Services (Levels 1-9)	\$3.79-\$8.14 (\$3.50-\$7.68)	\$3.55-\$7.66 (\$3.26-\$7.23)	\$4.16-\$9.06 (\$3.87-\$8.55)
Laundry Services (Levels 1-11)	\$3.82-\$8.58 (\$3.53-\$8.09)	\$3.72-\$8.33 (\$3.43-\$7.86)	\$4.19-\$9.44 (\$3.90-\$8.91)
Messenger Services (Levels 1-12)	\$3.81-\$8.70 (\$3.52-\$8.21)	\$3.79-\$8.64 (\$3.50-\$8.15)	\$4.07-\$9.34 (\$3.78-\$8.81)

Dec. 26/77

	<u>Ottawa</u>	<u>Halifax</u>	<u>Vancouver</u>
Miscellaneous	\$4.32-\$6.91	\$3.67-\$5.81	\$4.32-\$6.91
Personal Services (Levels 1-12)	(\$4.03-\$6.52)	(\$3.38-\$5.48)	(\$4.03-\$6.52)
Protective and Custodial Services Levels 1-13)	\$4.39-\$8.07 (\$4.10-\$7.61)	\$3.90-\$7.09 (\$3.61-\$6.69)	\$4.35-\$7.98 (\$4.06-\$7.53)
Stores Services (Levels 1-10)	\$4.04-\$9.28 (\$3.75-\$8.75)	\$3.78-\$8.63 (\$3.49-\$8.14)	\$4.52-\$10.46 (\$4.23-\$ 9.87)
Shift Premium:	0-20¢-26¢ (0-18¢-25¢).		
Weekend Premium:	20¢ (10¢) per hour for regularly scheduled hours.		
Paid Holidays:	11, plus an additional day when proclaimed by Parliament as a National Holiday, for a total of 12 days.		
Meal Allowance:	\$3.10 (\$3) after 3 hours' overtime and \$2.25 for each 4-hour period thereafter (unchanged).		

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC)
(secretarial, stenographic and typing group): A 5-month renewal agreement effective from August 8, 1978 to January 7, 1979, with wages retroactive to January 9, 1978, covering 12,175 employees, settled with mediation assistance. Duration of negotiations - 10 months.

Wages:	Effective	<u>Jan. 9/78</u>
	Increase*	5.92% of \$600, whichever is greater
	<u>Annual Rates</u>	
	ST-TYP-1	\$7,471-\$8,527 (\$6,871-\$7,927)
	ST-SCY-4	\$14,950-\$16,361 (\$14,114-\$15,447)

*Exception: Court Reporter - \$1,275 per annum.

Weekend Premium (new):	20¢ per hour for regularly scheduled work on Saturday and Sunday.
Acting Pay:	Qualifying period for Levels 1 and 2 of SCY, STN, TYP and OCE sub-groups is 5 (10) consecutive work days. All others - 10 days (unchanged).
Standby Pay:	\$5 (\$3.60) for each 8 consecutive hours or portion thereof. \$10 (\$7.20) on a day of rest or designated paid holiday.
Paid Holidays:	11, plus one additional day when proclaimed by Parliament as a National Holiday.

Paid Vacation: Effective April 1, 1978, 4 weeks after 12 (15) years and 5 weeks after 27 (28) years.

Bereavement Leave: Up to 4 days' paid leave, plus up to 3 days' paid leave for the purpose of travel related to the death (unchanged). On request, the Deputy Head of a Department may, after considering the particular circumstances involved, extend this leave (new).

Meal Allowance: \$3.10 (\$2.70) after 3 hours of overtime and \$2.25 (\$2.10) after an additional 4 hours.

Technological Change (new): Minimum of 3 months' written notice to the Union of any major change in equipment that will result in a change in the employment status or working conditions of employees.

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC)
(welfare programmes group): A 4-month renewal agreement effective from August 31, 1978 to December 24, 1978, with wages retroactive to December 26, 1977, covering 1,690 employees, settled by arbitration. Duration of negotiations - 11 months.

Wages: Effective Dec. 26/77

General Increase 5.7%

Annual Rates

WP-1	\$11,869-\$15,286 (\$11,229-\$14,462)
WP-5	\$24,206-\$27,240 (\$22,901-\$25,771)

Paid Vacation: 4 weeks after 12 (13) years and 5 weeks after 26 (27) years.

LOCAL ADMINISTRATION

London City Corporation - Local 142, Fire Fighters (AFL-CIO/CLC): A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 293 employees, settled at the arbitration stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Jan. 1/78</u>	<u>July 1/78</u>
	General Increases	8%*	4%
	Fire Fighter (5th Class- 2nd six months)	\$12,836 (\$11,885)	\$13,311
	Fire Fighter (1st Class)	\$18,337 (\$16,979)	\$19,016
	Division Chief/ Master Mechanic	\$22,921 (\$21,224)	\$23,770

Previous rates reflect a rollback in the 1976-1978 contract wage rates by the Anti-Inflation Board.

*Note: Increases are subject to approval by the Anti-Inflation Board.

Health and Welfare:	<u>Dental Plan</u> - Effective January 1, 1978, employer pays 80% (55%) of cost of plan.
Clothing Allowance:	Employer supplies 1 uniform of summer or winter weight and 1 parka. (Previously, employer supplied 1 summer weight uniform and 1 winter weight uniform.)

Ottawa City and Regional Municipality of Ottawa-Carleton - Local 503, Canadian Union of Public Employees (CLC) (civic employees): Two 12-month renewal agreements effective from January 1, 1978 to December 31, 1978, covering 3,600 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/78</u>
	General Increase	6.5%
	Labourer	\$5.92-\$6.35 (\$5.56-\$5.96)
	Electrician III	\$8.65 (\$8.12)
	<u>Annual Rates</u>	
	Clerk I	\$8,670-\$11,013 (\$8,140-\$10,340)
	Administration Officer VIII	\$21,147-\$25,228 (\$19,856-\$23,688)

Arbitration Board:	An arbitration board will be established to decide on the red circling of positions and the lay-off and recall clause for outside workers.
--------------------	--

Windsor City Corporation - Local 82, Canadian Union of Public Employees (CLC) (Public Works, Parks and Recreation Departments): A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 350 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Jan. 1/78</u>
	General Increase	4.42%
	Grade IV (includes Labourer)	\$6.20 (\$5.94)
	Grade 1 - A (includes Certified Motor Mechanic)	\$7.75 (\$7.42)

Cost of Living Allowance:	66-cent allowance generated during the term of the previous contract continues to float. 21-cent allowance generated from January 1, 1978 to June 30, 1978 results in a float of 87 cents which is frozen from July 1 to December 31, 1978.
---------------------------	---

1¢ per hour for each .375 rise or fall in the Consumer Price Index, where 1971 equals 100. To be adjusted quarterly. (Formula is unchanged.)

Paid Vacation: 4 weeks after 11 (13) years of service, 5 weeks after 20 (22) years and 5 weeks plus an additional day for each year after 25, to a maximum of 6 weeks (new) after 30 years.

CONSTRUCTION

National Elevator and Escalator Association, province-wide - Locals 50, 90 and 96, Elevator Constructors (AFL-CIO/CLC) (commercial, industrial and institutional construction): A 21-month renewal agreement effective from August 7, 1978 to April 30, 1980, covering 1,000 Ontario employees, settled at the bargaining stage. Duration of negotiations - 3½ months.

Wages:	Effective	<u>July 3/78</u>	<u>May 7/79</u>
	General	52¢	51¢
	Increases		
	Journeyman	\$12.26	\$12.77
	Elevator Mechanic (Ottawa)	(\$11.74)	
	Journeyman	\$12.52	\$13.03
	Elevator Mechanic (Toronto)	(\$12.00)	
	Journeyman	\$12.96	\$13.47
	Elevator Mechanic (Hamilton)	(\$12.44)	

Health and Welfare: Effective August 7, 1978, 23¢ (17¢) per hour worked. Effective May 1, 1979, 28¢.

Pension Fund: Effective August 7, 1978, 97¢ (83¢) per hour worked. Effective May 1, 1979, \$1.07.

Mileage Allowance: Effective August 7, 1978, 25¢ (22¢) per mile.

Room and Board Allowance: Effective August 7, 1978, \$25 per day or \$175 per week. (Previously, based on hourly rate of pay, with an average of \$22 per day or \$154 per week.)

Ontario Form Work Association - Local 793, International Operating Engineers (AFL-CIO/CLC) (residential construction): A 12-month renewal agreement effective from May 1, 1978 to April 30, 1979, covering 200 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3½ months.

Wages:	Effective	<u>June 19/78</u>
	General Increase	64¢
	Operating Engineer	\$12.34 (\$11.70)

Previous rates reflect a 45-cent rollback by the Anti-Inflation Board.

Hours of Work: 8 (9) hours per day.

Shift Premium: Effective June 19, 1978, 0-\$1.00-\$1.10 (0-75¢-85¢).

Overtime Pay: Time and one-half for the first hour after the daily 8 hours, Monday to Friday. Double time for all other overtime hours. (Previously, double time for all hours after the daily 9 hours, Monday to Friday, except for travel time back to the yard which was paid at time and one-half.)

Health and Welfare: Effective August 21, 1978, employer contributes 30¢ (25¢) per hour earned.

Pension Fund: Effective August 21, 1978, employer contributes 60¢ (50¢) per hour earned.

Living Allowance: 25 to 50 miles - \$13 (\$8) per day worked.

50 to 100 miles - \$18 (\$13) per day worked.

Over 100 miles - \$22 (\$17) per day, based on a 7-day week.

Ontario Hydro, province-wide - Office Employees (AFL-CIO/CLC) (clerical office employees of the Construction Field Forces of the Generation Projects Division, and the Lines and Stations Construction Department of the Stations, Transmission and Distribution Division): A 12-month renewal agreement effective from April 1, 1978 to March 31, 1979, covering 282 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages: Effective Apr. 1/78

Increases 5.25%-6.0%

Salary Grade 51 \$194.66-\$207.09
(Clerk 1) (\$183.64-\$195.36)

Salary Grade 63 \$415.58-\$442.11
(includes Payment Auditor) (\$394.14-\$419.30)

Probationary period is 6 months. Maximum rates are reached after two annual increases.

Health and Welfare: Dental Plan - Effective April 1, 1978, benefits equivalent to those provided by Blue Cross Riders 2 and 4 are added. Payments are based on the 1978 (1977) Ontario Dental Association fee schedule.

Moving Expense Allowance: When the employer requires an employee to move his residence, the employer pays the following:

1. 75% (70%) of legal fees incurred, to a maximum of \$1,000 (\$750),
2. 75% (70%) of real estate brokerage fees incurred, to a maximum of \$4,000 (\$3,000), and
3. 75% (70%) of costs actually incurred in breaking a lease, to a maximum of \$500 (\$400).

Overtime Meal Allowance: \$3.50 (\$3.00).

Toronto Mechanical Contractors Association, Metropolitan Plumbing and Heating Contractors Division, Residential Sector - Local 46, Plumbers (AFL-CIO/CLC): A 22½-month renewal agreement effective from June 15, 1978 to April 30, 1980, covering 800 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>June 15/78</u>	<u>May 1/79</u>
	General	71¢	53¢
	Increases		
	Journeyman	\$12.67	\$13.20
	Plumber	(\$11.96)	

Overtime Pay: Double time (previously, time and one-half) for all overtime hours worked.

Pension Fund: Employer contributes 94¢ (88¢) per hour worked. Effective May 1, 1979, \$1.00.

Training Fund: Employer contributes 5¢ (4¢) per hour worked. Effective May 1, 1979, employer contributes 6¢ (5¢).

Addendum

August 1977 Settlement

HEALTH AND WELFARE SERVICES

Mount Sinai Hospital at Toronto - Local 82, Ontario Nurses' Association (Ind.) (nurses, full and part-time): A 24-month renewal agreement effective from October 1, 1976 to September 30, 1978, covering 310 employees, settled at the arbitration stage. Duration of negotiations - 10½ months.

Wages: Full retroactivity on all hours paid since October 1, 1976 for all employees in the bargaining unit as of October 1, 1976.

Special Hiring Rate (new) - Effective August 12, 1977, Registered Staff Nurses hired with less than 1 year of clinical experience receive \$1,115 per month. Effective October 1, 1977, \$1,190 per month. Registered Staff Nurses hired at the special hiring rate automatically proceed to the salary grid upon completion of 6 months' service and are treated as having completed 6 months' service at the first step in the grid.

The desirability of maintaining the special hiring rate will be reviewed at the expiry of the agreement.

Effective	<u>Oct. 1/76</u>	<u>Aug. 21/77</u>	<u>Oct. 1/77</u>
General	\$93 per month*		\$75 per month*
Increases			
Registered	\$1,208-\$1,408		\$1,283-\$1,483
Staff Nurse	(\$1,115-\$1,315)		
Part-time	\$59.10-\$68.88**	\$59.66-\$69.53	\$63.95-\$73.92
Nurse	(\$54.55-\$64.33)		

	<u>Oct. 1/76</u>	<u>Oct. 1/77</u>
Registered	\$1,252.94-\$1,460.38***	\$1,327.94-\$1,534.91
Assistant	(\$1,157.12-\$1,377.01)	
Head Nurse		

Probationary period is 60 worked tours or 3 months. Maximum rates are reached after seven 1-year increases.

*The negotiated monthly increases outlined above have been rolled back to \$90 per month effective October 1, 1976 and \$65 per month effective October 1, 1977.

**Wage rates for Part-time Nurses effective October 1, 1976 include an additional 6% (unchanged) in lieu of fringe benefits. Effective August 21, 1977, 7%. Effective October 1, 1977, 8%.

***The difference between Registered Assistant Head Nurse and Staff Nurse rates at the start step in the salary range is \$44.94 per month. The percentage differential represented by this \$44.94 is maintained at each of the corresponding steps on the two salary ranges.

Shift Premium: Effective from the first pay period following the Award's release, 0-\$1.65-\$1.65 (0-\$1.55-\$1.55) per shift.

Effective from the first pay period following the Award's release, a nurse who works 10 or 12-hour tours receives a shift premium of 21.3¢ (20¢) per hour.

Call-back Pay: Effective October 1, 1976, time and one-half (previously, straight time) for all work performed, with a minimum of 4 hours' pay at straight time per call-back.

Standby Pay: Effective August 12, 1977, \$9.00 (\$8.50) per completed tour. Effective October 1, 1977, \$10.00.

Paid Holidays: 1 floating day is added in each year of the agreement, for an annual total (unchanged) of 11 days. As in the previous agreement, this floating day is non-cumulative and must be re-negotiated for each new contract.

Paid Vacation: Effective October 1, 1976, 5 weeks (new) after 25 years' service. Effective October 1, 1977, 5 weeks after 22 years.

March 1978 Settlement

METAL FABRICATING

O&K Orenstein & Koppel Canada Limited at Dundas - Local 1740, Machinists (AFL-CIO/CLC) (production and maintenance employees): A 36-month renewal agreement effective from April 1, 1978 to March 31, 1981, covering 200 employees, settled at the bargaining stage and ratified in March, 1978. Duration of negotiations - 2 months.

	Effective	<u>Apr. 1/78</u>	<u>Apr. 1/79</u>	<u>Apr. 1/80</u>
COLA		48¢		
Fold-in				

	<u>Apr. 1/78</u>	<u>Apr. 1/79</u>	<u>Apr. 1/80</u>
General Increases	4%	3%	3.05%
Labourer 1	\$6.52-\$6.79 (\$5.79-\$6.05)	\$6.72-\$6.99*	\$6.92-\$7.20*
Test Inspector	\$7.72-\$7.94 (\$6.94-\$7.15)	\$7.95-\$8.18*	\$8.19-\$8.43*

Probationary period is 45 working days. Maximum rates are reached after three increases, each 3 (4) months of actual worked time in duration.

Cost of Living Allowance: 1¢ per hour for each full .34 rise or fall in the Consumer Price Index, where 1971 equals 100. To be adjusted quarterly and paid as an add-on on the basis of actual hours worked.

*The cost of living add-on being paid as of March 31, 1979, March 31, 1980 and March 31, 1981 will be folded into the base wage rates on each of those dates. The wage rates reported above do not reflect these fold-ins.

(Previously, 1¢ per hour for each full .45 rise or fall in the CPI, where 1961 equals 100. Adjusted quarterly and paid as an add-on. The add-on was similarly folded into the base wage rates on March 31, 1977 and March 31, 1978. Total fold-in was 21¢.)

Shift Premium: 0-22¢-30¢ (0-22¢-26¢).

Paid Vacation: Effective in the 1978 vacation year, 3 weeks after 5 (6) years' service. Effective in the 1979 vacation year, 4 weeks after 11 (12) years' service. Effective in the 1980 vacation year, 5 weeks after 20 (25) years' service.

Bereavement Leave: Foster and adopted parents are included in up to 3 days' paid leave for immediate family (new).

Health and Welfare: Life Insurance (including Total and Permanent Disability Benefits) - Effective April 1, 1978, \$9,000 (\$8,000) coverage for employees under age 65. Effective April 1, 1980, \$10,000.

Weekly Indemnity Plan - Benefit is \$160 (\$135) per week. Benefit will be adjusted to the U.I.C. payment level throughout the contract (new).

Dental Plan (new) - Effective April 1, 1978, employer pays 100% of premium costs for Blue Cross Basic Dental Plan #7, or its equivalent. Effective April 1, 1980, Blue Cross Riders 1 and 2, or their equivalent, are added.

Definition of Dependent Child - Age ceiling increases to 21 (19).

Pension Plan: Basic Benefit - \$4 per month per year of service prior to October 20, 1975. \$6 per month per year of service between October 20, 1975 and April 1, 1978. \$7 (new) per month per year of service between April 1, 1978 and April 1, 1980. \$8 (new) per month per year of service after April 1, 1980. Credited service is capped at 25 years (unchanged).

Safety Shoes: Employees who purchase safety shoes for use in the plant receive a discount on up to a maximum of 3 pairs per contract year, as follows:

1st pair - 60% (50%)
2nd pair - 20% (20%)
3rd pair - 20% (20%)

Promotion: An employee transferred to a higher-rated classification receives the top rate of the higher classification (previously, the rate on the higher classification wage range immediately above his rate prior to the transfer).

April 1978 Settlement

TRANSPORTATION

Transit Windsor (formerly, Sandwich, Windsor & Amherstburg Railway Co.) - Division 616, Transit Union (AFL-CIO/CLC): A wage reopener effective from March 1, 1978 to February 28, 1979, covering 200 employees, settled at the bargaining stage and ratified in April, 1978. Duration of negotiations - 2½ months.

Wages:	Effective	Mar. 1/78	Jan. 1/79
	General	29¢ on the	10¢
	Increases	job rate	
	Operator	\$6.68-\$6.98 (\$6.39-\$6.69)	\$6.78-\$7.08
	Welder	\$7.59 (\$7.30)	\$7.69

Previous rates reflect a 6-cent rollback by the Anti-Inflation Board.

Probationary period is 12 months. Maximum rates for Operator are reached after two 4-month increases of 15¢ each.

Cost of Living Provision: COLA provision continues suspended.

Spread Premium: Spread premium improves as follows:

1. For all work performed between the 11th and 12th hour, \$1.25 (\$.75) per hour.
2. For all work performed between the 12th and 13th hour, \$1.50 (\$.85) per hour.
3. For all work performed over the 13th hour, \$2.00 (\$1.00) per hour.

May 1978 Settlements

EDUCATION AND RELATED SERVICES

University of Guelph - Local 1334, Canadian Union of Public Employees (CLC) (trades,

services and maintenance employees): A reopener agreement effective from May 1, 1978 to April 30, 1979, covering 405 employees, settled at the bargaining stage and ratified in May, 1978. Duration of negotiations - 2 weeks.

Wages:	Effective	May 1/78
	General Increase	34¢
	Building	\$4.87
	Custodian 1	(\$4.53)
	Fire Prevention Officer	\$6.10-\$7.06 (\$5.76-\$6.72)
	Electrician	\$7.59 (\$7.25)

Probationary period is 3 months. Maximum rate for Fire Prevention Officer is reached after three 1-year increases, if merited.

Shift Premium: 0-20¢-30¢ (0-20¢-25¢).

Paid Vacation: 16 (15) days after 8 years of service, plus 1 additional day for each year thereafter, to a maximum of 22 days after 14 (20) years.

CONSTRUCTION

Metropolitan Toronto Apartment Builders - Local 793, International Operating Engineers (AFL-CIO/CLC) (residential construction): A 12-month renewal agreement effective from May 1, 1978 to April 30, 1979, covering 400 employees.

Wages:	Effective	May 1/78	Nov. 1/78
	General Increases	45¢	15¢
	Hoist Operator	\$9.90 (\$9.45)	\$10.05

Note: As was the case in the previous agreement, wage rates shall increase by the same amount as do the wage rates of employees covered under the next collective agreement negotiated between the Metropolitan Toronto Apartment Builders Assn. and Labourers, Local 183. Increases will be applied on the same dates as in the said next agreement.

June 1978 Settlement

TEXTILE

Armstrong Cork Industries Limited, Lindsay Plant - Local 1381, Clothing and Textile Workers (AFL-CIO/CLC): A wage reopener effective from August 1, 1978 to July 31, 1979, covering 220 employees, settled at the bargaining stage and ratified in June, 1978. Duration of negotiations - 1 week.

Wages:	Effective	<u>Aug. 1/78</u>
	Increase	7.9%-10.1%
	Group A (includes Assistant Utilityman)	\$5.02 (\$4.65)
	Group L (includes Electrician)	\$6.63 (\$6.03)

July 1978 Settlements

TOBACCO PRODUCTS

Imperial Tobacco Ltd./Ltee, Division of Imasco Ltd. at Guelph - Locals 323 and 338,
Tobacco Workers (AFL-CIO/CLC) (plant and office employees): Two
22 1/2-month renewal agreements effective from August 31, 1978 to
July 14, 1980, covering 780 employees, settled at the bargaining
stage and ratified in July, 1978. Duration of negotiations -
4 months.

Wages:	Effective	<u>July 15/78</u>	<u>July 15/79</u>
	General Increases	8%	8%
	General Help (Labour Gr. 4)	\$7.100 (\$6.575)	\$7.670
	Female Cleaner (Labour Gr. 7)	\$7.380 (\$6.835)	\$7.970
	Production Mechanic (Trades Gr. 6)	\$10.210 (\$ 9.455)	\$11.025

Previous rates shown above reflect an upward adjustment following
AIB review.

Paid Holidays: December 24 is added in the second year, for a total of 15 (14)
days.

Bereavement Leave: Stepchild is added for up to 3 days' paid leave. Grandchild is
added for up to 1 day's paid leave.

Health and Welfare: OHIP - Employer pays 100% of premium. (Previously, \$16 per month
for single coverage and \$32 per month for family coverage.)

Long Term Disability - Benefits equal 65% (60%) of salary, with
the employer continuing to pay 100% of the premium.

Transfer for Training: An employee being trained on a job with a higher rate of pay for
1 hour or more will be paid an additional rate equivalent to 50%
(30%) of the difference between the rates.

FURNITURE AND FIXTURE

Knechtel Furniture Limited at Hanover - Local 2-500, Woodworkers (AFL-CIO/CLC): A
24-month renewal agreement effective from July 1, 1978 to June
30, 1980, covering 230 employees, settled at the conciliation

officer stage and ratified in July, 1978. Duration of negotiations - 1 month.

Wages:	Effective	<u>July 1/78</u>	<u>Jan. 1/79</u>
	General Increases	20¢	20¢
	Grade 1 (includes Helper)	\$4.73-\$5.12 (\$4.53-\$4.92)	\$4.93-\$5.32
	Grade 10 (includes Maintenance Electrician)	\$5.70-\$5.89 (\$5.50-\$5.69)	\$5.90-\$6.09
	Effective	<u>July 1/79</u>	<u>Jan. 1/80</u>
	General Increases	25¢	20¢
	Grade 1 (includes Helper)	\$5.18-\$5.57	\$5.38-\$5.77
	Grade 10 (includes Maintenance Electrician)	\$6.15-\$6.34	\$6.35-\$6.54

Probationary period is 30 calendar days. Maximum rates for Grades 1-5 are reached after one 3-month increase and one 6-month increase, or on merit. Maximum rates for Grades 6-10 are reached after one 3-month increase, one 6-month increase and one 12-month increase, or on merit.

Sklar Furniture Limited (Peppler Division) at Hanover - Local 2-500, Woodworkers (AFL-CIO/CLC): A 24-month renewal agreement effective July 1, 1978 to June 30, 1980, covering 280 employees, settled at the conciliation officer stage and ratified in July, 1978. Duration of negotiations - 2 months.

Wages:	Effective	<u>July 1/78</u>	<u>Jan. 1/79</u>
	General Increases	35¢	10¢
	Grade 1 (includes Lumber Handler)	\$4.29-\$4.75 (\$3.94-\$4.40)	\$4.39-\$4.85
	Grade 5 (includes Maintenance #5)	\$5.04-\$5.46 (\$4.69-\$5.11)	\$5.14-\$5.56
	Effective	<u>July 1/79</u>	<u>Jan. 1/80</u>
	General Increases	25¢	25¢
	Grade 1 (includes Lumber Handler)	\$4.64-\$5.10	\$4.89-\$5.35
	Grade 5 (includes Maintenance #5)	\$5.39-\$5.81	\$5.64-\$6.06

Probationary period is 30 working days. Maximum rates are reached after 18 months.

Bereavement Leave: Grandparents are added for 1 day's paid leave.

Health and Welfare: Weekly Indemnity Plan - Effective January 1, 1979, benefits increase to \$80 (\$70) per week. Effective July 1, 1979, \$90 per week.

EDUCATION AND RELATED SERVICES

Huron County Board of Education - District 45, Ontario Secondary School Teachers' Federation (Ind.): Wages have been established for the 1978-1979 agreement reported in April, 1978 on page 214, by an arbitration board in July, 1978. Duration of negotiations - 1 month.

Wages:	Effective	<u>Sept. 1/78</u>
	General Increase	6.75%
	Teacher - Category 1 0 - 10 years	\$12,276-\$21,350 (\$11,500-\$20,000)
	Teacher - Category IV 0 - 10 years	\$14,465-\$27,275 (\$13,550-\$25,550)
	Principal - Type A Qualifications	\$34,860-\$37,590 (\$33,200-\$35,800)

Stormont, Dundas & Glengarry County Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 500 employees, settled at the bargaining stage in July, 1978. Duration of negotiations - 7 months.

Wages:	Effective	<u>Sept. 1/78</u>
	General Increase	6.5%, rounded to the nearest \$25
	<u>Annual Rates</u>	
	Teacher - Class I 0-6 years	\$10,650-\$13,750 (\$10,000-\$12,900)
	Teacher - Class IV 0-12 years	\$13,100-\$21,525 (\$12,300-\$20,200)
	Teacher - Class VII 0-12 years	\$15,650-\$24,925 (\$14,700-\$23,400)

Sick Leave: Maximum accumulation is 220 (210) days.

Health and Welfare: OHIP, Extended Health Care and Dental Plans - Employer pays 95% (90%) of premium costs.

Annual Allowances: Principal - Group A, \$4,000 to \$6,000 for a minimum of 300 pupils or 15 teachers. Group B, \$3,000 to \$5,000 for less than 300 pupils or 15 teachers. (Previously, Group A - 1 to 8 teachers \$1,500 to \$3,500; Group B - 9 to 15 teachers, \$2,500 to \$4,500 and Group C - 16 or more teachers, \$3,500 to \$5,500.)

Vice-Principal - \$2,500 to \$4,500 (\$1,000 to \$4,000).

Substitute Principal - \$12.50 (\$10) per day.

Consultant - \$2,000 to \$3,500 (\$2,000 to \$3,000).

Windsor City Board of Education - Local 27, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from January 1, 1977 to December 31, 1978, covering 270 employees, settled at the post conciliation bargaining stage and ratified in July, 1978. Duration of negotiations - 21½ months.

Wages:	Effective	<u>Jan. 1/77</u>	<u>Jan. 1/78</u>
COLA		28¢	
Fold-in			
General		44¢	33¢
Increases			
Additional	10¢ per hour to Bus		
Adjustment	Drivers		
Cleaner	\$6.18-\$6.58 (\$5.46-\$5.86)		\$6.51-\$6.91
Caretaker	\$6.75-\$7.09 (\$6.03-\$6.37)		\$7.08-\$7.42
Caretaker	\$8.30		\$8.63
Engineer (Top)	(\$7.58)		

Previous rates reflect a COLA fold-in of 42 cents.

Maximum rates are reached upon completion of the 2-month probationary period.

Cost of Living Provision: Effective January 1, 1977, 28¢ of the 33-cent COLA float is folded into the wage rates, leaving a 5-cent float.

Provision is suspended during the term of the 1977-78 agreement. It will be reactivated in January, 1979.

Paid Holidays: If Remembrance Day falls on a Saturday or Sunday, employees receive an extra paid day off during the Christmas break (new).

Health and Welfare: Life Insurance - Effective in September, 1978, \$30,000 coverage. (Previously, benefits varied with age at time of entry into the Plan. Basic coverage was \$15,000.)

Long Term Disability Plan (new) - Effective in September 1978, employer pays 100% of cost of plan paying benefits equalling 60% of salary. Payments commence on the 121st day of disability.

Extended Health Care Plan - Effective in September 1978, previous plan is replaced by one with a \$10/\$20 deductible and no co-insurance. 35¢ per prescription. (Previous plan had a deductible of \$25 per family member, to a maximum of \$75 per family. 80%/20% co-insurance. 20¢ per prescription.)

Safety Boots (new): Effective in the second contract year, safety boots are supplied to Maintenance employees.

Anti-Inflation Board Rulings in August 1978

Employer and Union	Reference	Action
Air Canada, system-wide and Air Line Flight Attendants (CLC)	Jan. 78, p. 16	Disallowed
Air Canada, system-wide and Air Line Pilots (Ind.)	July 77, p. 467	Disallowed
Bendix Automotive of Canada Ltd., Windsor and Auto Workers (CLC) (hourly-rated empls.)	Sept. 77, p. 589	Allowed
Brewers' Warehousing Co. Ltd., province-wide; Molson's Brewery (Ontario) Ltd., Toronto and Barrie; Labatt's Ltd., Toronto, Kitchener and Waterloo; and Carling O'Keefe Breweries of Canada Ltd. and Carling O'Keefe Transport Ltd., Toronto and Cdn. Brewery Workers (CLC) (warehouse empls., retail store clerks and office, production and transport empls.)	June 78, p. 349	Allowed
Canada Veneers Ltd., Pembroke and Carpenters (AFL-CIO/CLC)	June 78, p. 353	Disallowed
Canadian Fabricated Products Ltd., Stratford and Auto Workers (CLC) (hourly-rated empls.)	Jan. 78, p. 5	Allowed
Canadian Johns-Manville Co. Ltd., Toronto and Cdn. Chemical Workers (Ind.)	May 78, p. 280	Allowed
Canadian Pacific Air Lines Ltd., system-wide and Railway Clerks (AFL-CIO/CLC) (agents, dispatchers, assistant dispatchers, ground hostesses and tele-typists)	July 77, p. 468	Allowed
Council of Printing Industries of Canada on behalf of 31 employers, Toronto and area and Graphic Arts Union (AFL-CIO/CLC) (bookbinders)	Apr. 78, p. 196	Disallowed
Government of Canada (Treasury Board) and PSAC (CLC) (general technical group, technical inspection group and social science support group)	May 78, p. 297	Allowed
Hamilton Street Railway Co. and Transit Union (AFL-CIO/CLC) (hourly-rated empls.)	Apr. 78, p. 211	Allowed
I-T-E Industries Ltd., Power Equipment Group, Mississauga and Electrical Workers (IBEW) (AFL-CIO/CLC)	Mar. 78, p. 126	Allowed
Lake Ontario Cement Ltd., Sophiasburgh and Toronto and Cement Workers (AFL-CIO/CLC)	Mar. 78, p. 126	Disallowed
Lake Ontario Steel Co. Ltd., Whitby and Steelworkers (AFL-CIO/CLC)	Apr. 76, p. 170	Allowed

Anti-Inflation Board Rulings in August 1978 (Cont'd)

Employer and Union	Reference	Action
Kehead Terminal Elevators Assn. (Cargill Grain Co. Ltd., Manitoba Pool Elevators, Parrish and Heimbecker Ltd., Richardson Terminals Ltd., Saskatchewan Wheat Pool and United Grain Growers Ltd.), Thunder Bay and Railway Clerks (AFL-CIO/CLC)	Mar. 78, p. 133	Allowed
Essey-Ferguson Industries Ltd., Toronto and Brantford and Auto Workers (CLC) (plant empls.)	Sept. 77, p. 585	Allowed
Westead Foods Ltd., Wheatley and Teamsters (Ind.)	Apr. 78, p. 188	Disallowed
Ontario Produce Co. Ltd., Ont. Food Div. of Oshawa Group Ltd., Malton and Toronto and Teamsters (Ind.) (warehousing, building and equipment and garage maintenance empls.)	June 78, p. 426	Disallowed
Ottawa-Carleton Regional Transit Commission and Transit Union (AFL-CIO/CLC) (bus operators, etc.)	Mar. 78, p. 132	Allowed
St. Michael's General Hospital Assn., Toronto and Ont. Nurses' Assn. (Ind.) (nurses, full and part-time)	May 78, p. 311	Disallowed
St. Joseph's Hospital, Toronto and Ont. Nurses' Assn. (Ind.) (nurses, full and part-time)	Apr. 78, p. 219	Disallowed
Langham Co. Ltd., Toronto and Machinists (AFL-CIO/CLC)	Mar. 78, p. 126	Allowed
Scarborough Borough Corp. and Fire Fighters (AFL-CIO/CLC)	May 78, p. 313	Disallowed
Shell Canada Ltd. (Sarnia Refinery), Corunna and Oil, Chemical and Atomic Workers (AFL-CIO/CLC)	May 78, p. 281	Disallowed
Shopsy's Foods Ltd., Weston and Foodworkers (AFL-CIO/CLC)	Jan. 78, p. 4	Disallowed
Skyline Hotels Ltd., Ottawa and Hotel Employees (AFL-CIO/CLC)	Apr. 76, p. 264	Allowed
Star Aerospace Products Ltd., Toronto and Auto Workers (CLC)	Feb. 78, p. 64	Allowed
Stratford General Hospital Corp. and Ont. Nurses' Assn. (Ind.) (nurses, full and part-time)	July 78, p. 498	Disallowed
Stonybrook Hospital and 42 other hospitals throughout Ontario and Service Employees (AFL-CIO/CLC)	June 78, p. 404	Disallowed

Anti-Inflation Board Rulings in August 1978 (Cont'd)

Employer and Union	Reference	Action
Talon Div. of Textron Canada Ltd., St. Catharines and Lightning Employees' Shop Committee (Ind.)	Nov. 77, p. 715	Allowed
Thunder Bay City Board of Commissioners of Police and Police Assn. (Ind.) (policemen and civilian empls.)	May 78, p. 303	Allowed
Toronto City and Metro Toronto and CUPE (CLC) (inside and outside empls.)	June 78, p. 414	Allowed
Victoria Hospital Corp., London and Ont. Nurses' Assn. (Ind.) (nurses, full-time)	Apr. 78, p. 223	Disallowed

Negotiations in Progress during August 1978 covering 200 or more Employees

Employer and Location	Union	No. of Empls	Neg'n Stage *
P Stores, province-wide	Foodworkers (AFL-CIO/CLC)	4,320	CO
Abitibi Forest Products	Cdn. Paperworkers (CLC) (mill empls.)	530	MED
Abitibi Provincial Paper (iv.), Thorold			
Abitibi Forest Products, Thunder Bay	Cdn. Paperworkers (CLC)	525	MED
Abitibi Paper Co. Ltd., Ojibway Falls, Sault Ste. Marie and Thunder Bay	Carpenters (AFL-CIO/CLC) (wood empls.)	1,350	CO
Canadian Canada Products Ltd., Kingston	Machinists (AFL-CIO/CLC)	325	MED/WS
Canadian Canada Products Ltd., Kingston	Steelworkers (AFL-CIO/CLC)	850	WS
Canadian Canada Products Ltd., Aluminum Goods Div., Toronto	Steelworkers (AFL-CIO/CLC)	326	MED
Comox Steel Corp., Ltd., Transportation Dept., Sault Ste. Marie	United Transportation Union (AFL-CIO/CLC) (switchmen and locomotive engineers)	200	B
Consolidated Chemical Canada Ltd., Amherstburg	Auto Workers (CLC) (production empls.)	500	B
Crescent-Chalmers Canada Ltd., Stephens-Adamson Div., Belleville	Steelworkers (AFL-CIO/CLC)	200	MED/WS
American Can of Canada Ltd., Marathon	United Paperworkers (AFL-CIO/CLC)	500	B
American Motors (Canada) Ltd., Brampton	Auto Workers (CLC)	1,170	B
Elmif Restaurant Ltd., Toronto	Hotel Employees (AFL-CIO/CLC)	225	CO
Enbridge Energy Engineering Co., Sheridan Park**	Public Service Alliance (CLC)	210	CB
Enbridge Energy Radio-Chemical Co., Ottawa**	CLC-Directly Chartered	232	PCB
Essex & Wilcox Canada Ltd., Cambridge	Steelworkers (AFL-CIO/CLC)	850	CO
Essex Footwear (Div. of Bata Industries), Batawa Campbellford and Picton	Retail Clerks (AFL-CIO/CLC)	950	B
Essex-Warner (Canada) Ltd., Long Manufacturing Div., Cambridge	Machinists (AFL-CIO/CLC)	200	MED/WS
Front County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	560	B

*See page 603 for definition of codes.

**Federal jurisdiction

Negotiations in Progress During August 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg Stap
Brant County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	409	B
Canada Packers Poultry, Div. of Canada Packers Ltd., Walkerton	Foodworkers (AFL-CIO/CLC)	225	PO
Canada Safeway Ltd., southeastern Ontario	Retail Clerks (AFL-CIO/CLC) (full and part-time empls.)	1,015	B
Canadian Appliance Manufacturing Co. Ltd. (Camco), London	Steelworkers (AFL-CIO/CLC) (pro- duction and office empls.)	610	B
Canadian Automatic Sprinkler Assn.	Plumber (AFL-CIO/CLC)	675	B
Canadian Red Cross Society, Blood Transfusion Service, Hamilton, London, Ottawa and Toronto	Cdn. Red Cross Blood Transfusion Service Employees (Ind.)	217	B
Canadian Standards Assn., Toronto	CUPE (CLC)	215	CO
Carleton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,100	B
Carleton Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	780	B
Carleton University, Ottawa	Academic Staff Assn. (Ind.) (university professors, librarians and instructors)	645	CO
Carleton University, Ottawa	Support Staff Assn. (Ind.) (clerical, technical, adminis- trative and service empls.)	650	CO
Chatham Public General Hospital	Service Employees (AFL-CIO/CLC)	210	PO
Coca-Cola Ltd., Belleville, Hamilton, Kitchener, London, Niagara Falls, Ottawa, Peterborough, Sudbury, Toronto and Windsor	Cdn. Brewery Workers (CLC) (pro- duction empls.)	1,005	B
Computing Devices Co., Ottawa	Employees' Assn. (Ind.)	600	B
Construction Site Teamster Employer Bargaining Agency	Teamsters (Ind.)	500	B
Cooper of Canada Ltd., Toronto	Potters (AFL-CIO/CLC) (pro- duction empls.)	760	CO
Cooper-Bessemer of Canada Ltd., Stratford	Machinists (AFL-CIO/CLC)	214	MI
DRG Packaging Ltd., Leaside	Printing and Graphic Communi- cations (AFL-CIO/CLC)	525	B

Negotiations in Progress During August 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Wentworth Tire Canada Ltd., Whitby	Rubber Workers (AFL-CIO/CLC)	510	MED
de Havilland Aircraft of Canada Ltd., Toronto	Auto Workers (CLC) (hourly- rated empls.)	2,500	WS
de Havilland Aircraft of Canada Ltd., Toronto	Auto Workers (CLC) (office and clerical empls.)	400	PCB
Nelson Mines, Elliot Lake**	Steelworkers (AFL-CIO/CLC) (production empls.)	1,400	B
Union Stores Ltd., Amherstburg and Windsor	Steelworkers (AFL-CIO/CLC) (retail food empls.)	600	CO
Union Stores Ltd., Northern Ontario	Retail, Wholesale Employees (AFL-CIO/CLC) (full-and part- time empls.)	800	CO
Union Stores Ltd., Sudbury	Retail, Wholesale Employees (AFL-CIO/CLC) (part-time empls.)	300	B
Union Stores Ltd., Toronto	Retail, Wholesale Employees (AFL-CIO/CLC) (warehousemen)	990	CO
Star Fine Papers Ltd., Cornwall, Toronto and St. Catharines	Cdn. Paperworkers (CLC) (mill empls.)	1,480	MED
Star Packaging Ltd., Kraft Paper and Board Div., Red Bank	Cdn. Paperworkers (CLC)	439	CO
Star Trading Co. Ltd., Toronto	Cdn. Chemical Workers (Ind.)	432	MED/WS
Terrier-Peel Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,100	B
Thames Board of Education	CUPE (CLC) (maintenance and service empls., custodians and bus drivers)	350	MED
Thames Board of Education	CUPE (CLC) (office and clerical empls.)	202	MED
Thames Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,360	B
Thames Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,000	MED
Thames Regional Municipality	CUPE (CLC) (service, office, technical and professional empls.)	325	CO
W. Eddy Forest Products Ltd., Windsor	Cdn. Paperworkers (CLC)	730	CO

Federal jurisdiction

Negotiations in Progress During August 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg/ Stag
Edwards, a unit of General Signal of Canada Ltd., Owen Sound	Steelworkers (AFL-CIO/CLC)	200	B
Electrohome Ltd., Cambridge Kitchener and Waterloo	Electrical Workers (IBEW) (AFL- CIO/CLC)	850	B
Elgin County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	441	B
Emco Ltd., London	Steelworkers (AFL-CIO/CLC)	360	CO
Etobicoke Borough	Fire Fighters (AFL-CIO/CLC)	365	AR
Falconbridge Nickel Mines Ltd., Falconbridge	Mine, Mill and Smelter Workers (Ind.)	2,900	CO
Four Seasons Hotel, Toronto	Laundry Workers (CLC)	250	CO
Frontenac County Board of Education	Fed. of Women Teachers' Assn. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	525	B
Frontenac County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	500	B
Frontenac-Lennox and Addington County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	206	F
Great Lakes Paper Ltd., Thunder Bay	Cdn. Paperworkers (CLC) (mill empls.)	1,700	PC
Great Lakes Paper Ltd., Thunder Bay	Carpenters (AFL-CIO/CLC) (wood empls.)	1,300	B
Grey County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	317	B
Griffith Mine, Pickands Mather & Co., Bruce Lake	Steelworkers (AFL-CIO/CLC)	400	B
Haldimand Board of Education	Fed. of Women Teachers' Assn. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	214	B
Halton Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Ont. Secondary School Teachers' Fed. (Ind.)	2,450	B
Halton Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	303	B
Hamilton City Board of Education	CUPE (CLC) (caretakers, maintenance empls. and bus drivers)	256	B
Hamilton City Board of Education	CUPE (CLC) (cleaning and cooking staff)	320	B

Negotiations in Progress During August 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Hilton City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,370	MED
Hilton City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,135	B
Hilton City Corp.	Fire Fighters (AFL-CIO/CLC)	430	ARB
Hilton-Wentworth Regional Board of Commissioners of Police	Police Assn. (Ind.)	690	B
Hilton-Wentworth Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,100	B
Diamond Manufacturing Co. Ltd., Guelph	Employees' Assn. (Ind.)	500	B
Ervey Woods Ltd., (Hosiery and Underwear Divs.) and Grey Unshrinkable Wools Ltd., Toronto and Woodstock	Clothing and Textile Workers (AFL-CIO/CLC)	500	B
Findings County Board of Education	Fed. Of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	590	B
Findings County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	520	B
Findings-Prince Edward County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	200	B
Frederick Siddeley Canada Ltd., Brenda Div., Toronto	Machinists (AFL-CIO/CLC)	415	B
General T. Hepburn Ltd., Mississauga and Toronto plants	Steelworkers (AFL-CIO/CLC)	204	MED/WS
Gay Market Ltd., Kitchener and Waterloo	Retail Clerks (AFL-CIO/CLC)	260	B
Holiday Inn and six other hotels, Ottawa	Hotel Employees (AFL-CIO/CLC)	1,000	CO
John County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	351	B
International Nickel Co. of Canada Ltd., Port Colborne and Sudbury	Steelworkers (AFL-CIO/CLC) (mine and mill empls.)	12,500	PCB
Leith County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	600	B

Negotiations in Progress During August 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg' Stag
Kent County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	500	B
Kimberly-Clark of Canada Ltd., Longlac	Carpenters (AFL-CIO/CLC) (woods empls.)	700	B
Kimberly-Clark of Canada Ltd., Rexdale	Cdn. Paperworkers (CLC) (production empls.)	500	B
Kitchener City Corp., Transit Div., Supply and Services Dept.	Railway, Transport and General Workers (CLC)	209	CO
Labourers Bargaining Agency for Labour Bureau of the Ont. General Contractors Assn., Ont. Masonry Industry Employers Council, Industrial Contractors Assn., Ont. Waterproofing Contractors Assn. and Ont. Concrete Floor Contractors Assn.	Labourers (AFL-CIO/CLC)	20,000	ME
Lakehead Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	640	B
Lakehead Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	580	B
Lakehead District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	320	B
Lambton County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	695	ME
Leeds and Grenville County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	535	B
Leeds and Grenville County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	353	B
Lennox and Addington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	262	B
Lincoln County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	945	B
Lincoln County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	770	B
Lincoln County Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	383	B
Livingston Industries Ltd., Hagersville and Tillsonburg	Woodworkers (AFL-CIO/CLC)	1,040	B

Negotiations in Progress During August 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
blaws Ltd., Ottawa and other centres	Retail Clerks (AFL-CIO/CLC) (full- and part-time empls.)	685	B
blaws Ltd., Toronto and other centres	Foodworkers (AFL-CIO/CLC) (full- and part-time empls.)	680	CO
blaws Ltd., Toronto and other centres	Retail Employees (CLC) (full- and part-time empls.)	6,150	CO
ndon City Board of Education	CUPE (CLC) (office empls., full- and part-time)	300	B
ndon City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,275	B
ndon City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,110	B
thews Conveyer Co. Ltd., Port Hope and Cobourg	Machinists (AFL-CIO/CLC)	216	CO
ropolitan Toronto Board of Commissioners of Police	Police Assn. (Ind.) (policemen)	5,300	ARB
ddlesex County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	363	F
ddlesex County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	255	B
ssissauga City Corp., Transit Dept.	Transit Union (AFL-CIO/CLC)	245	MED
nsanto Canada Ltd., Woodbridge	Clothing and Textile Workers (AFL-CIO/CLC)	275	CO
ore Corp. Ltd., Moore Business Form Div., Fergus	Printing and Graphic Communi- cations (AFL-CIO/CLC)	206	PCB
skoka Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	235	B
agara Regional Municipality (Home for Senior Citizens), Niagara Falls, Port Colborne, St. Catharines and Welland	CUPE (CLC)	460	B
agara South Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	955	MED
agara South Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	850	MED

Negotiations in Progress During August 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg. Stag
Nipissing Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	275	B
Nipissing Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	400	ME
Nipissing District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	450	B
Norfolk Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	225	B
J.H. Normick Ltd., Cochrane Div., Cochrane	Carpenters (AFL-CIO/CLC)	230	B
North York Borough Board of Education	CUPE (CLC) (caretakers, matrons and bus drivers)	830	ME
North York Borough Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	2,600	B
North York Public Library Board	CUPE (CLC)	345	PO
Northern Telephone Ltd., province-wide**	Communications Workers of Canada (CLC)	225	ME
Northumberland and Newcastle Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	565	B
Northumberland and Newcastle Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	456	B
Ontario Boilermaker Contractors Assn.	Boilermakers (AFL-CIO/CLC)	1,400	B
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide	OPSEU (Ind.) (academic staff, librarians and counsellors)	6,155	ME
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide	OPSEU (Ind.) (support staff empls.)	7,000	B
Ontario General Contractors Assn., Industrial Contractors Assn. of Canada, Ont. Waterproofing Contractors Assn. and Ont. Concrete Floor Contractors Assn. Labour Relations Bureau	Plasterers (AFL-CIO) (cement masons)	1,500	CC
Ontario General Contractors Assn. Labour Relations Bureau and Ont. Walls & Ceilings Contractors Assn.	Plasterers (AFL-CIO) (plasterers)	1,200	CC

**Federal jurisdiction

Negotiations in Progress During August 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
ario Government	OPSEU (Ind.) (general adminis- tration category)	4,735	B
ario Government	OPSEU (Ind.) (scientific and professional category)	3,635	B
ario Government	OPSEU (Ind.) (technical services category)	4,780	B
ario Government Employee Benefits)	OPSEU (Ind.)	52,000	B
ario Housing Corp., province-wide	CUPE (CLC) (office and maintenance empls.)	800	B
ario Hydro, Generator and Distribution Projects iv., province-wide	Office Employees (AFL-CIO/CLC)	350	B
ario Liquor Control Board and Ont. Liquor Licence Board, province-wide	Employees' Assn. (NUPGE) (CLC)	3,485	MED
ario-Minnesota Pulp and Paper Co. Ltd., Fort Frances	Machinists (AFL-CIO/CLC)	220	PMB
ario-Minnesota Pulp and Paper Co. Ltd., Kenora	Machinists (AFL-CIO/CLC)	200	B
ario-Minnesota Pulp and Paper Co. Ltd., Fort Frances and Kenora	United Paperworkers (AFL-CIO/CLC) (mill empls.)	930	PCB
ario-Minnesota Pulp and Paper Co. Ltd., Woods Operations, Fort Frances and Kenora	Carpenters (AFL-CIO/CLC)	350	B
ario Roadbuilders Assn. and Ont. Sewer and Water- main Contractors Assn. Labour Bureau	Intl. Operating Engineers (AFL- CIO/CLC), Labourers (AFL-CIO/ CLC) and Teamsters (Ind.)	1,800	MED
awa Area Signatory Contractors	Labourers (AFL-CIO/CLC) and Teamsters (Ind.)	250	PCB
awa Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,150	B
awa Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,650	B
awa City	Police Assn. (Ind.)	590	B
awa Civic and other Hospitals, province-wide	CUPE (CLC) (non-medical empls.)	13,000	CO
awa General, Riverside and Wellesley Hospitals, Ottawa and Toronto	OPSEU (Ind.) (paramedical empls.)	243	ARB

Negotiations in Progress During August 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg. Stage
Ottawa Roman Catholic Separate School Board	Hotel Employees (AFL-CIO/CLC)	221	B
Ottawa Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,090	ME
Oxford County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	515	B
Peel Board of Education	CUPE (CLC) (office and clerical empls.)	490	CO
Peel Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	2,400	B
Peel Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,700	B
Perth County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	378	B
Perth County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	306	B
Peterborough County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	550	B
Peterborough County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	446	ME
Peterborough-Victoria-Northumberland & Newcastle Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	270	ME
Philips Electronics Ltd., (Strathroy Furniture Div.)	Christian Labour Assn. (Ind.)	200	CO
Plaza II Hotel, Toronto	Hotel Employees (AFL-CIO/CLC)	250	B
Port Arthur Shipbuilding Co., Thunder Bay	Steelworkers (AFL-CIO/CLC)	200	ME
Prescott-Russell County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	385	B
Provincial Schools Authority, province-wide	Fed. of Provincial Schools Authority Teachers (Ind.)	700	B
Reed Ltd., Dryden	Cdn. Paperworkers (CLC) and Intl. Operating Engineers (AFL-CIO/CLC)	900	B
Reed Packaging Ltd., Corrugated Div., Toronto	Printing and Graphic Communications (AFL-CIO/CLC)	247	CO
Renfrew County Board of Education	Fed. of Women Teachers Assns. of Ont and Ont. Public School Men Teachers' Fed. (Ind.)	400	B

Negotiations in Progress During August 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Chew County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	435	ARB
Algom Ltd., Elliot Lake**	Steelworkers (AFL-CIO/CLC) (mine empls.)	1,200	B
Overide Hospital, Ottawa	Ont. Nurses' Assn. (Ind.) (full- and part-time nurses)	250	B
L. Robertson Manufacturing, Div. of Procor Ltd., Milton	Steelworkers (AFL-CIO/CLC)	205	B
Royal York Hotel, Toronto	Hotel Employees (AFL-CIO/CLC)	870	CO
. Joseph Religious Hospitallers of Hotel Dieu, Windsor	Ont. Nurses' Assn. (Ind.)	312	ARB
. Michael's Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	585	B
ult Ste. Marie Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	402	ARB
ult Ste. Marie District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	304	B
arborough Centenary Hospital Assn.	Ont. Nurses' Assn. (Ind.)	324	ARB
arborough General Hospital	Ont. Nurses' Assn. (Ind.) (full-and part-time nurses)	580	B
M. Schneider, Inc., Kitchener	Employees' Assn. (Ind.)	1,985	B
hl Engineering Ltd., MTD Products Canada, Kitchener	' Auto Workers (CLC)	310	B
mcoe County Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco- Ontariens (Ind.)	1,285	B
mcoe County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	940	B
ermerville Belkin Industries Ltd., London	Cdn. Chemical Workers (Ind.)	205	PCB
ruce Falls Power and Paper Co. Ltd. and Kimberly-Clark of Canada Ltd., Kapuskasing	Cdn. Paperworkers (CLC) and Electrical Workers (IBEW) (AFL-CIO/CLC)	1,300	MED
ruce Falls Power and Paper Co. Ltd., Kapuskasing	Carpenters (AFL-CIO/CLC) (woods empls.)	500	B
anton Pipes Ltd., Hamilton	Steelworkers (AFL-CIO/CLC)	230	MED/WS
ar Slipper Co. - Valenti Shoes Ltd., Toronto	Fur and Leather Workers (AFL-CIO/CLC)	280	B

Federal jurisdiction

Negotiations in Progress During August 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg' Stag
Steel Co. of Canada Ltd., Page-Hersey Works, Welland	Electrical Workers (UE) (CLC) (production and maintenance empls.)	1,000	B
Steel Co. of Canada Ltd., Tube Works, Welland	Electrical Workers (UE) (CLC) (production and maintenance empls.)	500	B
Steinberg Ltd., southern Ontario	Foodworkers (AFL-CIO/CLC)	5,030	ME
Steinberg Ltd. (Miracle Mart Div.), Toronto and other centres	Foodworkers (AFL-CIO/CLC)	645	B
Stormont, Dundas and Glengarry County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	386	B
Stormont, Dundas and Glengarry County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	555	B
Storwal International Ltd., Pembroke	Steelworkers (AFL-CIO/CLC)	300	CO
Sudbury Board of Education	CUPE (CLC)	450	B
Sudbury Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	880	ME
Sudbury District Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,040	B
Sudbury Regional Police Dept.	Police Assn. (Ind.)	215	AR
Sunnybrook Hospital and 3 other hospitals, Toronto	Service Employees (AFL-CIO/CLC) (office and clerical empls.)	685	B
TCF of Canada Ltd., Cornwall	Clothing and Textile Workers (AFL-CIO/CLC)	300	ME
G. Tamblyn Ltd., various centres	Retail Clerks (AFL-CIO/CLC)	500	B
Thunder Bay City Corp., Grandview Lodge and Dawson Home for the Aged	Service Employees (AFL-CIO/CLC)	360	B
Thunder Bay Grocery Stores	Retail Clerks (AFL-CIO/CLC)	475	CO
Toronto Metropolitan School Board and Boards of Education for Toronto City and the Boroughs of East York, Etobicoke, Scarborough and York	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	6,000	ME
Toronto Metropolitan Separate School Board	CUPE (CLC) (maintenance, services and plant empls.)	755	B
Toronto Metropolitan Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	4,500	B

Negotiations in Progress During August 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Toronto Transit Commission	Transit Union (AFL-CIO/CLC)	6,685	MED
Imperial Ltd., Chemical Div., Sarnia	Steelworkers (AFL-CIO/CLC)	200	MED/WS
University of Toronto	Service Employees (AFL-CIO/CLC) (non-teaching empls.)	710	CO
University of Toronto Libraries	CUPE (CLC) (non-professional empls.)	340	CO
University of Windsor	Service Employees (AFL-CIO/CLC) (office and clerical empls.)	325	MED/WS
Victoria Hospital Corp., London	Office Employees (AFL-CIO/CLC)	350	ARB
Victoria and other area hospitals, London and other centres	Service Employees (AFL-CIO/CLC) (non-medical empls.)	3,100	CO
BCO Ltd., Stoney Creek	Electrical Workers (UE) (CLC)	230	CO
Terloo County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	800	MED
Wellington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	740	B
Wellington County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	510	B
Wellington County Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	214	B
Westinghouse Canada Ltd., Hamilton	Electrical Workers (UE) (CLC)	1,800	WS
Westinghouse Canada Ltd., Hamilton	Electrical Workers (UE) (CLC) (office and clerical empls.)	350	B
Winchester Western (Canada) Ltd., Cobourg	Machinists (AFL-CIO/CLC)	200	CO
Windsor Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	740	MED
Windsor City Corp.	CUPE (CLC) (inside empls.)	650	CO
Workmen's Compensation Board, province-wide	CUPE (CLC) (rehabilitation workers, clerks, registered nurses, etc.)	1,200	ARB
Work Borough Corp. (Works, Parks and Recreation Depts.)	CUPE (CLC)	300	B
Work County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,250	B

Negotiations in Progress During August 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg Sta
York County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	960	B
York University, Toronto	Faculty Assn. (Ind.)	1,040	B
York University, Toronto	Graduate Assistants Assn. (Ind.) (part-time teachers, demonstrators, tutors and makers)	1,000	CO
York University, Toronto	Staff Assn. (Ind.) (secretarial, clerical and technical empls.)	1,000	CO
<u>MORE THAN ONE PROVINCE</u>			
Air Canada, system-wide**	Air Line Flight Attendants (CLC)	2,605	CB
Air Canada, system-wide**	Air Line Pilots (Ind.)	1,500	PC
Air Canada, system-wide**	Canadian Air Line Employees (CLC) (sales dept. empls.)	2,675	B
Air Canada, system-wide**	Machinists (AFL-CIO/CLC) (main- tenance, overhaul, etc., empls.)	6,915	WS
CP Air, system-wide**	Air Line Flight Attendants (CLC)	900	B
CP Air, system-wide**	Air Line Pilots (Ind.)	600	CB
CP Air, system-wide**	Machinists (AFL-CIO/CLC)	1,750	CO
CP Air, system-wide**	Railway Clerks (AFL-CIO/CLC) (senior dispatchers, assistant dispatchers, passenger agents etc.)	1,300	B
Canadian Lake Carriers Assn., Great Lakes and St. Lawrence**	Marine Officers (AFL-CIO/CLC) (marine engineer officers)	353	CB
Canadian Lake Carriers Assn., Great Lakes and St. Lawrence**	Merchant Service Guild (CLC) (deck officers)	427	B
Dominion Stores Ltd., Hull, Que. and Toronto and other centres, Ont.	Retail, Wholesale Union (AFL-CIO/ CLC)	11,000	CO
Government of Canada (Treasury Board)**	Cdn. Postmasters and Assistants Assn. (Ind.)	8,300	B
Government of Canada (Treasury Board)**	Cdn. Union of Professional & Technical Employees (Ind.) (translation group)	1,170	B
Government of Canada (Treasury Board)**	Economists, Sociologists and Statisticians Assn. (Ind.)	2,465	B
Government of Canada (Treasury Board)**	Letter Carriers (CLC)	17,590	ME
Government of Canada (Treasury Board)**	Merchant Service Guild (CLC) (ships' officers)	1,305	CO

**Federal jurisdiction

Negotiations in Progress during August 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Government of Canada (Treasury Board)**	Postal Officials (Ind.) (postal supervisors)	3,930	B
Government of Canada (Treasury Board)**	Postal Workers (CLC) (postal operations group, non-supervisory)	19,280	CB
Government of Canada (Treasury Board)**	Professional Institute (PIPS) (Ind.) (architecture and town planning group)	417	ARB
Government of Canada (Treasury Board)**	PIPS (Ind.) (commerce group)	1,475	ARB
Government of Canada (Treasury Board)**	PIPS (Ind.) (engineering and land survey group)	2,220	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (meteorology group)	535	MED
Government of Canada (Treasury Board)**	PIPS (Ind.) (nursing group)	2,110	PCB
Government of Canada (Treasury Board)**	PIPS (Ind.) (veterinary science group)	550	B
Government of Canada (Treasury Board)**	Public Service Alliance of Canada (PSAC) (CLC) (administrative services group)	4,740	ARB
Government of Canada (Treasury Board)**	PSAC (CLC) (clerical and regulatory group)	52,620	PCB
Government of Canada (Treasury Board)**	PSAC (CLC) (drafting and illustration group)	2,060	B
Government of Canada (Treasury Board)**	PSAC (CLC) (engineering and scientific support group)	8,080	CB
Government of Canada (Treasury Board)**	PSAC (CLC) (financial administration group)	1,550	ARB
Government of Canada (Treasury Board)**	PSAC (CLC) (fire fighters, supervisory and non-supervisory)	1,520	ARB
Government of Canada (Treasury Board)**	PSAC (CLC) (library science group)	450	B
Government of Canada (Treasury Board)**	PSAC (CLC) (operational group, heating, power and stationary, supervisory and non-supervisory)	2,855	B
Government of Canada (Treasury Board)**	PSAC (CLC) (programme administration group)	21,510	CO
Government of Canada (Treasury Board)**	PSAC (CLC) (radio operations group)	1,170	B
Greyhound Lines of Canada, system-wide**	Transit Union (AFL-CIO/CLC) (operators and maintenance and terminal empls.)	900	CO
National Research Council of Canada, Canada-wide**	Professional Institute (Ind.) (professional and scientific category)	850	B
Federal jurisdiction			

Negotiations in Progress during August 1978 covering 200 or more Employees (Cont'd.)

Employer and Location	Union	No. of Empls	Ne St
National Research Council of Canada, Canada-wide**	Research Council Employees Assn. (Ind.) (technical category)	980	B
Royal Canadian Mint, Hull Quebec, Ottawa, Ontario and Winnipeg, Manitoba**	PSAC (CLC) (production and office empls.)	500	B
Saskatchewan Wheat Pool, Ontario, Manitoba, Saskatchewan and British Columbia**	Grain Services Union (CLC) (country elevators head office, printing and publishing, livestock and construction and repair divs.)	2,500	B
Steinberg Ltd., Ottawa and other centres, Ont. and Hull and Gatineau, Que.	Retail Clerks (AFL-CIO/CLC)	1,000	B
Tele-Direct Ltd., Quebec and Ontario	Cdn. Telephone Employees Assn. (Ind.) (clerical and associated empls.)	750	B
Upper Lakes Shipping, Great Lakes and St. Lawrence**	Railway, Transport and General Workers (CLC) (unlicensed personnel)	525	CO

Definitions of Codes for Negotiation Stages

- B - Direct Bargaining
- DMO - Direct Mediation Officer
- CO - Conciliation
- CB - Conciliation Board
- MED - Mediation
- PCB - Post Conciliation Bargaining
- ARB - Arbitration
- WS - Work Stoppage
- B/WS - Bargaining After a Work Stoppage
- MED/WS - Mediation During a Work Stoppage
- F - Fact Finder
- PMB - Post Mediation Bargaining
- PFB - Post Fact Finder Bargaining
- (R) - (R) following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in September 1978

Employer and Location	Union	No. of Empls.
Canada (Customer Service Branch Empls.), Province-wide	Cdn. Air Line Employees (CLC)	1,006
American Can of Canada, Marathon	United Paperworkers (AFL-CIO/CLC)	500
American Motors (Canada), Brampton	Auto Workers (CLC)	1,170
Levinville General Hospital	Ont. Nurses' Assn. (Ind.)	276
Blackstone Industrial Products Ltd., Stratford	Auto Workers (CLC)	500
Joseph Brant Memorial Hospital (Burlington- Welson Hospital), Burlington	Ont. Nurses' Assn. (Ind.)	316
Canadian Coleman Co., Toronto	CLC-Directly Chartered	271
Computing Devices Co., Ottawa	Employees' Assn. (Ind.)	600
Canine Canada, Brantford	Steelworkers (AFL-CIO/CLC)	200
Cor Metal Products, Midland and Penetanguishene	Clothing and Textile Workers (AFL-CIO/CLC)	521
Yards Owen Sound Opers. (Unit of General Signal), Owen Sound	Steelworkers (AFL-CIO/CLC)	200
Electrohome Ltd., Cambridge	Electrical Workers (IBEW) (AFL- CIO/CLC)	280
Electrohome Ltd., Kitchener and Waterloo	Electrical Workers (IBEW) (AFL- CIO/CLC)	570
Windsor General Hospital	Ont. Nurses' Assn. (full-time nurses)	230
Greater Niagara General Hospital, Niagara Falls	Ont. Nurses' Assn. (Ind.)	200
Effingham Mine, Pickands Mather & Co., Bruce Lake	Steelworkers (AFL-CIO/CLC)	400
Hamilton City Board of Education	CUPE (CLC) (cleaning and cooking staff)	320
Diamond Manufacturing Co. Ltd., Guelph	Employees' Assn. (Ind.)	500
W. H. Siddeley Canada Ltd., Orenda Div., Toronto	Machinists (AFL-CIO/CLC)	415
St. Joseph's Hospital, St. Catharines	Ont. Nurses' Assn. (Ind.)	200
St. Joseph's General Hospital	Ont. Nurses' Assn. (Ind.)	500
Western University (Operations & Main- tenance Unit and Machinists Unit), Hamilton	Service Employees (AFL-CIO/CLC)	300
Mount Sinai Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	200
National Defence Communications Security Establishment, Ottawa	Public Service Alliance of Canada (PSAC) (CLC)	329
Man Steel Ltd., Oakville, St. Catharines, Toney Creek and Sudbury	Steelworkers (AFL-CIO/CLC)	240

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in September 1978 (Cont'd)

Employer and Location	Union	No. Emp
North York General Hospital	Ont. Nurses' Assn. (Ind.) (full-time nurses)	
Northwestern General Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	
Ontario Government	OPSEU (Ind.) (general administrative category)	4
Ontario Government	OPSEU (Ind.) (scientific and professional category)	3
Ontario Government	OPSEU (Ind.) (technical services category)	4
Oshawa General Hospital	Ont. Nurses' Assn. (Ind.) (full-time nurses)	
Ottawa Civic Hospital	Ont. Nurses' Assn. (Ind.) (full-time nurses)	
Ottawa Civic Hospital	Ont. Nurses' Assn. (Ind.) (part-time nurses)	
Ottawa General Hospital	Ont. Nurses' Assn. (Ind.) (full-time nurses)	
Peel Memorial Hospital, Brampton	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	
Peterborough Civic Hospital	Ont. Nurses' Assn. (Ind.)	
Reed Ltd., Dryden	Cdn. Paperworkers (CLC) and Intl. Operating Engineers (AFL-CIO/CLC)	
Reed Ltd., Forestry and Wood Products Group, Dryden	Carpenters (AFL-CIO/CLC)	
Riverside Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	
P. L. Robertson Manufacturing, Div. of Procor Ltd., Milton	Steelworkers (AFL-CIO/CLC)	
Royal Canadian Mint, Ottawa	PSAC (CLC) (production and office empls.)	
Royal Victoria Hospital, Barrie	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	
St. Joseph's Hospital, Hamilton	Ont. Nurses' Assn. (Ind.) (full-time nurses)	
St. Joseph's Hospital, London	Ont. Nurses' Assn. (Ind.) (full-time nurses)	
St. Lawrence Cement Co., Mississauga	Cement Workers (AFL-CIO/CLC)	
St. Michael's Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	
Salvation Army Grace Hospital, Ottawa	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	
Salvation Army Grace Hospital, Windsor	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in September 1978 (Cont'd)

Employer and Location	Union	No. of Empls.
Barborough General Hospital	Ont. Nurses' Assn. (Ind.) (full-time nurses)	340
Barborough General Hospital	Ont. Nurses' Assn. (Ind.) (part-time nurses)	240
al Engineering Ltd., MTD Products Canada, Kitchener	Auto Workers (CLC)	310
einbergs Ltd., eastern Ontario	Retail Clerks (AFL-CIO/CLC)	367
nybrook Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full-time nurses)	505
nybrook Hospital, Toronto	Service Employees (AFL-CIO/CLC) (office and clerical empls.)	270
Tamblyn Ltd., various centres	Retail Clerks (AFL-CIO/CLC)	500
ronto East General & Orthopaedic Hospital	Ont. Nurses' Assn. (Ind.) (full-time nurses)	450
ronto General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	795
ronto Western Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	585
asury Board of Canada	Professional Institute (PIPS) (Ind.) (engineering and land survey group)	1,304
asury Board of Canada	PSAC (CLC) (drafting and illustration group)	1,370
toria Hospital, London	Ont. Nurses' Assn. (Ind.) (full-time nurses)	700
land County General Hospital, Welland	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	260
lesley Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	400
lesley Hospital, Toronto	Service Employees (AFL-CIO/CLC) (office and clerical empls.)	220
etinghouse Canada Ltd., Hamilton	Electrical Workers (UE) (CLC) (office and clerical empls.)	350
chester-Western (Canada) Ltd., Cobourg	Machinists (AFL-CIO/CLC)	200
ddor Metropolitan General Hospital, Windsor	Ont. Nurses' Assn. (Ind.)	300
cen's College Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	250



Labour Canada
Travail Canada

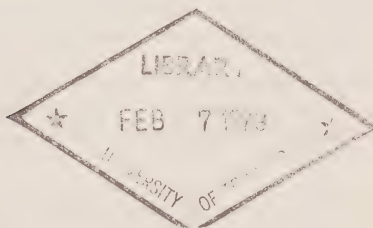


Ontario

LABOUR CANADA
OTTAWA

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
September 1978



Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

Foreword

This report consists of four sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in September 1978 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries - the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

Some of the settlements note that the wage increases are subject to the approval of the Anti-Inflation Board. This note is generally included only when part of an increase is withheld pending the Board's decision. It is not extended to other settlements which may require AIB approval, even if the wage increases appear to exceed the anti-inflation guidelines.

The second section of the report lists rulings made by the Anti-Inflation Board in September 1978 on settlements which were reported previously. The list includes only those rulings which have come to the attention of the Ministry and it may be incomplete. The action taken by the Board is indicated in terms of whether the Board approved or disapproved the settlement.

The third section lists the negotiations underway in September 1978. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The fourth section lists the agreements that are scheduled to expire in October 1978.

This report was prepared jointly by Labour Canada and the Ontario Ministry of Labour. Labour Canada reports on non-construction situations covering 500 or more employees. The Ontario Ministry of Labour reports on non-construction situations covering 200 to 499 employees and on all construction situations covering 200 or more employees.

October 29, 1978

Contents

	Page
Index to Settlements Reported	607
September 1978 Settlements	
Food and Beverage	612
Rubber and Plastic Products	613
Paper and Allied	614
Printing, Publishing and Allied	622
Primary Metal	623
Metal Fabricating	625
Machinery	627
Transportation Equipment	629
Electrical Products	633
Non-Metallic Mineral Products	636
Chemical and Chemical Products	636
Miscellaneous Manufacturing	637
Mines	639
Transportation	641
Communication	644
Retail Trade	645
Education and Related Services	653
Health and Welfare Services	665
Services to Business Management	668
Personal Services	669
Federal Administration	669
Local Administration	673
Construction	677
Addendum	
November 1977 Settlements	677
April 1978 Settlements	678
May 1978 Settlements	681
June 1978 Settlements	682
July 1978 Settlements	683
Erratum	
July 1978 Settlements	684
Anti-Inflation Board Rulings in September 1978	685
Negotiations in Progress during September 1978	
Covering 200 or More Employees	686
Collective Bargaining Agreements Covering 200 or More Ontario Employees Expiring in October 1978	700

Highlights

Electrical Products Settlements. In September, 1,800 members of Local 504, United Electrical Workers (UE) employed at three Westinghouse Canada plants in Hamilton, ratified a three-year renewal agreement ending an 18-week work stoppage. The settlement, which was not subject to AIB controls, was reached with the assistance of a provincial mediator. In the first year the pact provided an hourly wage increase of 45 cents upon ratification, 38 cents of which was paid retroactively to April 23 when the previous contract expired. The second year increase of 28 cents included a 7 cents COLA pre-payment, whilst the third year increase comprised a further 12 cents. An uncapped cost-of-living provision, operative over the final two years, stipulated quarterly payments based on a .34 adjustment factor. An existing COLA float, deriving from a previous clause suspended in 1975 for the duration of the controls period, was continued. Other changes negotiated included skilled trades adjustments ranging from 5-25 cents per hour, the integration of two existing wage schedules, higher shift premiums, improvements in pensions, paid holidays, vacations and bereavement leave, increased employer contributions to OHIP and a new company-paid dental plan.

Earlier, three other major settlements in the electrical products industry also resulted in agreements of a three-year duration. In February, Beach Appliances International in Ottawa reached agreement, following a 4-week strike, with 400 members of the United Auto Workers (UAW) on a three-stage wage increase of 70 cents per hour, with quarterly cost-of-living payments based on a .34 adjustment factor in the first year and .30 in the following two years. The first year of the settlement was subject to controls [see pp. 72-73 of the February 1978 issue of this report for details]. In May, 500 UAW members employed at Canadian Chromalox in Toronto ratified a settlement providing general wage increases totalling 84 cents per hour over the first two years, plus 7½ per cent in the third year [see pp. 275-276 of the May 1978 report]. Finally, an August settlement between GSW Ltd. and various locals of the Steelworkers, covering 600 employees at 5 plants in Ontario and Quebec, provided general increases of 95 cents over three years supplemented by a triggered COLA clause based on a .35 factor, the increases generated by which will be folded annually into basic wage rates [see p. 553-554 of the August 1978 report]. Both the Canadian Chromalox and GSW settlements were negotiated free of AIB controls.

In total, between February and September, there were 23 major settlements covering 12,600 workers concluded in the Ontario electrical products industry. Several of these settlements were subject to AIB controls for at least a part of their term, the previous agreements having expired prior to April 14. Major union bargaining proposals included, in addition to general wage increases matching the rise in living costs, the reinstatement of COLA clause (many of which were discontinued during the controls period),

elimination of pay differentials based on sex, improvements in vacations, holidays, pension plans and other benefits, and introduction of dental plans and paid educational leave clauses. In general, contract renewals still subject to controls provided economic packages similar to the UE master settlement negotiated at Canadian General Electric last January, with 1978 wage increases in the 5-6 per cent range. The post-controls and longer term settlements included a wider range of benefit improvements and higher wage increases, generally in the 6-8 per cent range for 1978 and varying between 3½-14½ per cent for 1979, with a majority of the longer-term settlements also including cost-of-living escalator clauses.

The remaining six major agreements in the industry expiring before the end of 1978 involve a total of about 3,000 employees at Electrohome, Northern Telecom, Philco-Ford of Canada, and Smith and Stone Ltd.

Retail Food Stores Settlements. Six settlements were concluded in September, affecting about 70 per cent of the 32,000 employees of five Ontario supermarket chains whose agreements expired between April and September 1978. As in previous bargaining rounds, the negotiations were conducted on an individual company basis, with the five unions involved closely co-operating in formulating their proposals. Major bargaining issues included wages, cost-of-living clauses, hours of work, vacations, pensions and other benefits, and the question of workload as it relates to job security. Once again, the industry pattern was established in the negotiations between the Ontario Retail Council of the Canadian Food and Allied Workers (CFAW) and Steinberg's Miracle Food Mart, affecting 5,000 workers across southern Ontario.

The two-year Steinberg's settlement was concluded in mediation, providing general wage increases of \$25 per week in each year for full-time employees (55 cents and 50 cents per hour in the first and second years, respectively, for part-time workers). The cost-of-living provision in the previous contract, eventually disallowed by the AIB, was deleted. Other changes negotiated included a \$5 per week wage adjustment for certain job classifications, increased night shift premiums, implementation of Christmas bonuses for part-time employees, improvements in vacation, paid holiday, mileage allowance and bereavement leave provisions, and inclusion of optical benefits in the existing company-paid major medical plan. A new job security provision for full-time employees and an improved work guarantee for part-time workers were also agreed to. The pension plan was modified to permit voluntary retirement with full benefits at age 55 and 30 years of service, and employee pension contributions will be gradually reduced until the plan becomes non-contributory by 1983.

Similar settlements were subsequently concluded between Loblaws and the Union of Canadian Retail Employees (UCRE), between Dominion Stores and the Retail, Wholesale and Department Store Union (RWDSU), and between the Thunder Bay Grocery Stores and the Retail Clerks International Union (RCIU). The Loblaws settlement,

covering 6,000 workers, was negotiated jointly with Westfair Foods Ltd., the new owner of four Loblaw's stores in Thunder Bay. It contained general wage increases for full-time employees identical to those at Steinberg's (specified as 65 cents in each year of the two-year contracts), but 5 cents more per hour in the second year for part-time workers. The existing cost-of-living clause with a .5 adjustment factor and a cap of 15 cents yearly was maintained. The settlement also contained a variety of improvements in benefits and working conditions, including a reduction in weekly hours of work from 39 to 38 for full-time employees, bringing working hours in line with those implemented at Steinberg's in 1976.

The Ontario master agreement between Dominion Stores and RWDSU Local 414, directly affecting 10,300 employees, usually serves as a model for the contracts covering other Dominion bargaining units in Ontario and Quebec. It contained a wage-benefit package similar to that at Steinberg's, with hours of work reduced to 38 per week on the ratification date. Other Dominion contracts ratified in September included the RWDSU warehouse unit in Toronto, and two retail units in northern Ontario. Finally, the Thunder Bay Grocery Stores settlement renewed three separate agreements covering in total about 500 members of RCIU Local 409 employed at Dominion Stores, Econo-Mart and Canada Safeway. The previous contracts were originally scheduled to expire on April 30, 1978 but were subsequently extended to September 24 following an AIB rollback. The new agreements gave full-time employees an hourly wage increase of 65 cents in the first 7 months and a further 53 cents for the remainder of the 23-month term. Part-time workers received increases of 55 and 43 cents, respectively. Additional improvements were made in night shift premiums, paid vacations and the dental plan.

The industry wage pattern was also followed in a tentative settlement (subject to ratification) reached in September between the Great Atlantic and Pacific Company of Canada and the CFAW, representing the company's 4,500 employees across the province. Negotiations between Canada Safeway and 1,000 members of RCIU Local 206 were still in conciliation at the end of September.

Teacher Settlements. In the first 9 months of 1978, 41 major agreements (each covering bargaining units of 200 or more school teachers) were renewed for the academic year commencing September 1, 1978. Most of the settlements were reached either in direct bargaining (23) or in mediation (12), with work stoppages resulting in only five cases. Of the 36 renewal agreements settled without a work stoppage, 31 covered a 12-month period and the remaining 5 were for a two-year term. Negotiated salary increases for the 1978-79 school year were in the 4 to 9.4 per cent range, with most contracts providing increases of 5-7 per cent. Triggered COLA provisions were maintained in seven settlements, discontinued in three and negotiated for the first time in one. A 24-month renewal agreement covering teachers employed by the York Region Roman Catholic Separate School Board provided for a wage reopener in the event of a 10 per cent CPI increase in the 12 months to June 1979, or in the event of a one per cent improvement in the average 1979-80 school grant over and above 4.8 per cent.

The new settlements contained a limited number of other improvements mainly involving increases in responsibility allowances and revisions of existing fringe benefits, but also including changes in professional development, job security, staffing and redundancy procedures. A novel plan, designed to cope with surplus teaching staff problems arising from declining enrolments, was agreed to between the Lakehead Board of Education and its 575 secondary teachers. The plan, operated on a voluntary basis, allows teachers to defer a portion of their salary for four years, and use the deferred salary amounts to take a fifth year off work. Metro Toronto's 4,500 separate school teachers also negotiated a comprehensive lay-off and recall procedure.

The five work stoppages, lasting from 15 to 48 school days, occurred in disputes carried over from 1977. Settlements were achieved in mediation, with the outstanding issues referred to final offer selection or to arbitration in three cases. Final offer selection, dealing with issues of money, class size and costing of annual increments for AIB purposes, was utilized to end a 35-day strike by Essex County Roman Catholic teachers. The Huron County secondary school teachers' conflict, which developed into a lockout/strike situation, was resolved when the school board modified its position on sick leave and workloads, and the teachers accepted two separate one-year agreements, the second of which provided for voluntary arbitration to establish 1978-79 salary levels. A similar solution was employed to end a 16-day lockout of Wentworth high school teachers and a 48-day lockout/strike in Renfrew County. The Wentworth teachers accepted a 7.7 per cent salary increase and a lower PTR in the 1977-78 contract, and both sides agreed to submit the 1978-79 contract to binding arbitration [see pp. 561-562 of the August 1978 issue of this report for details of the arbitration award]. The Renfrew County teachers returned to work in May when both sides agreed to submit the question of salary increases for a two-year period to arbitration. A 15-day strike by Essex County high school teachers was ended in April when a three-year settlement was concluded whilst two previous tentative settlements still awaited a final decision of the federal court and the AIB.

At the end of September, only 40 per cent of the approximately 100,000 teachers employed in the Ontario public and separate school systems were covered by current collective agreements. Negotiations were continuing in the remaining school areas including Metropolitan Toronto, where, in contrast to the previous joint negotiations, North York secondary teachers chose to bargain separately from those in Toronto and the other four boroughs.

Community Colleges Faculty Settlement. In September, following 21 months of intermittent negotiations, Ontario's community college faculty members, who have been working under the terms of an expired agreement since August 31, 1977, ratified a two-year renewal agreement reached in mediation. The 6,000 members of the Ontario Public Service Employees Union, employed as teachers, librarians and counsellors at 22 Colleges of Applied Arts and Technology, received

a general increase of 5.48 per cent in salaries and increments in each year of the contract. The contentious issues of sick leave and workload were resolved by retaining the existing sick leave plan, and maintaining maximum weekly workload at 19 or 21 hours (depending on job classification) but allowing the averaging of hours over a 3-month period or payment of overtime for excessive teaching hours. Issues postponed for resolution until the next round of negotiations included a proposed change in the concept of the academic year, holidays and vacations.

Municipal Police Settlements. Two major bargaining situations involving municipal police forces in Toronto and Ottawa were settled in September. The 5,300 uniformed employees of the Metropolitan Toronto Board of Police received a 5.58 per cent general wage increase over one year in an arbitration award. In addition, the new contract contained increased pay for probationary sergeants, changes in the computation methods for overtime and shift premiums, improvements in life insurance and dental plans, and increases in a number of allowances. The award also introduced several changes in the police private pension fund and determined that the increased contributions required for the recently upgraded OMERS plan should be shared equally by the employer and employees. A Police Association request to relate pensions to the cost-of-living was not granted, and the COLA provision originally negotiated in the 1977 settlement, but disallowed by the AIB, was not included in the new settlement.

The second September settlement, affecting 575 uniformed members of the Ottawa City Police Force, was reached in direct bargaining and provided a general salary increase of 7 per cent. In addition, the contract included a new provision for 6 week's vacation after 25 years of service and increased plain clothes and cleaning allowances. The two settlements brought to twelve the number of major municipal police contracts signed to date, affecting 10,800 Police Association members in major bargaining units across Ontario. All were for a one-year duration, except Thunder Bay where a two-year contract called for a second year wage reopener. General wage increases in the agreements concluded varied from a low of 5.45 per cent to a high of 8.01 per cent. The remaining two major police units in the Hamilton-Wentworth and Sudbury regions are continuing their negotiations.

Index to Settlements Reported, September 1978

Employer and Location	Union	Page
Abitibi Forest Products Ltd. (Abitibi Provincial Paper Div.), Thorold	Cdn. Paperworkers (CLC) (hourly-rated empls.)	614
Air Canada, system-wide	Air Line Pilots (Ind.)	641
Air Canada, system-wide	Machinists (AFL-CIO/CLC) (maintenance, customer service and purchasing & supply branches)	641
Allis Chalmers Canada Ltd., Stephens-Adamson Div., Belleville	Steelworkers (AFL-CIO/CLC)	627
American Motors (Canada) Ltd., Brampton	Auto Workers (CLC) (production and maintenance empls.)	629
Atomic Energy of Canada Ltd., Commercial Products, Ottawa	Ottawa Atomic Workers Union (CLC)	637
Atomic Energy Research Co., Chalk River (Erratum)	Cdn. Labour Congress (CLC)	684
Atomic Energy Research Co., Chalk River	Oil, Chemical and Atomic Workers (AFL-CIO/CLC)	668
Babcock & Wilcox Canada Ltd., Cambridge	Steelworkers (AFL-CIO/CLC) (plant empls.)	625
CP Air, system-wide	Machinists (AFL-CIO/CLC) (air transportation, field maintenance and shop and stores empls.)	642
Canada Packers Poultry, Div. of Canada Packers Ltd., Walkerton	Foodworkers (AFL-CIO/CLC)	612
Carleton Towers-Four Seasons Hotel, Delta Inn of the Provinces, Holiday Inn, Lord Elgin Hotel, Sheraton El Mirador Motor Inn, Skyline Hotel and Talisman Motor Inn, Ottawa	Hotel Employees (AFL-CIO/CLC)	669
City Parking Holdings Ltd., Toronto	Service Employees (AFL-CIO/CLC)	677
Continental Group of Canada Ltd., Guelph, London and Toronto	Cdn. Chemical Workers (Ind.) and Cdn. Paperworkers (CLC)	620
Cooper Canada Ltd., Toronto	Potters (AFL-CIO/CLC) (plant and warehouse empls.)	638
Cooper Energy Services Ltd., Stratford	Machinists (AFL-CIO/CLC)	628
Dayton Tire Canada Ltd., Whitby	Rubber Workers (AFL-CIO/CLC) (production empls.)	613
Dominion Stores Ltd., various centres in northern Ontario	Retail, Wholesale and Department Store Union (AFL-CIO/CLC) (full and part-time retail empls.)	645
Dominion Stores Ltd., Toronto and various other centres in southern Ontario	Retail, Wholesale and Department Store Union (AFL-CIO/CLC) (full and part-time empls.)	645

Index to Settlements Reported, September 1978 (Cont'd)

Employer and Location	Union	Page
Dominion Stores Ltd., Toronto	Retail, Wholesale and Department Store Union (AFL-CIO/CLC) (warehouse empls. and truck drivers, full and part-time)	647
Domtar Fine Papers Ltd., Cornwall, St. Catharines and Toronto	Cdn. Paperworkers (CLC)	611
Durham Board of Education	CUPE (CLC) (caretaking and maintenance empls., cafeteria staff and bus drivers)	652
Durham Board of Education	CUPE (CLC) (office and clerical empls.)	652
E. B. Eddy Forest Products Ltd., Espanola	Cdn. Paperworkers (CLC)	611
Eldorado Nuclear Ltd., Port Hope	Steelworkers (AFL-CIO/CLC)	683
Emco Ltd., London	Steelworkers (AFL-CIO/CLC)	620
Government of Canada (Treasury Board)	Professional Institute (PIPS) (Ind.) (nursing group)	669
Government of Canada (Treasury Board)	PIPS (Ind.) (veterinary science group)	671
Government of Canada (Treasury Board)	Public Service Alliance of Canada (PSAC) (CLC) (administrative services group)	672
Government of Canada (Treasury Board)	PSAC (CLC) (clerical and regulatory group)	672
Great Lakes Paper Co., Ltd., Thunder Bay	Cdn. Paperworkers (CLC)	611
Griffith Mine, Pickands Mather & Co., Bruce Lake	Steelworkers (AFL-CIO/CLC)	639
Halton Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	654
Hamilton City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	654
Hammond Manufacturing Co. Ltd., Guelph and Puslinch Twp.	Employees' Assn. (Ind.) (plant and warehouse empls.)	633
Inco Ltd., Port Colborne	Steelworkers (AFL-CIO/CLC) (hourly-rated plant empls.)	624
International Malleable Iron Co. Ltd., Guelph	Steelworkers (AFL-CIO/CLC)	623
Lakehead Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	653

Index to Settlements Reported, September 1978 (Cont'd)

Employer and Location	Union	Page
Lambton County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	656
Lanark County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	657
Lanark County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	657
Lennox and Addington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	658
Loblaws Ltd., various centres and Westfair Foods Ltd., Thunder Bay	Cdn. Retail Employees (CLC) (full and part-time empls.)	648
MTD Products Ltd., Kitchener	Auto Workers (CLC)	631
Mathews Conveyer Co., a div. of Rexnord Canada Ltd., Cobourg and Port Hope	Machinists (AFL-CIO/CLC)	628
Metropolitan General Hospital, Windsor	Service Employees (AFL-CIO/CLC)	665
Metropolitan Separate School Board, Toronto	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	659
Metropolitan Toronto Board of Commissioners of Police	Police Assn. (Ind.) (uniformed empls.)	673
Miracle Food Mart (Div. of Steinberg Inc.), various centres	Foodworkers (AFL-CIO/CLC) (retail food empls., full and part-time)	650
Mississauga City Corp., Transit Dept.	Transit Union (AFL-CIO/CLC) (line bus drivers, garage maintenance and service empls.)	643
Monsanto Canada Ltd., Woodbridge	Clothing and Textile Workers (AFL-CIO/CLC)	637
Moore Corp. Ltd., Moore Business Forms Div., Fergus	Printing and Graphic Communications (AFL-CIO/CLC)	622
Niagara South Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	659
North York Borough Board of Education	CUPE (CLC) (caretakers and matrons)	660
North York Public Library Board	CUPE (CLC)	664
Northern Telephone Ltd., province-wide	Communications Workers of Canada (CLC)	644

Index to Settlements Reported, September 1978 (Cont'd)

Employer and Location	Union	Page
Ontario Council of Regents for Colleges of Applied Arts and Technology, province-wide	OPSEU (Ind.) (academic staff, librarians and counsellors)	66
Ontario Erectors Assn.	Structural Iron Workers (AFL-CIO/CLC) (commercial, industrial and institutional construction)	68
Ontario Painting Contractors Assn., Ont. Acoustical Assn. and Interior Systems Contractors Assn.	Painters (AFL-CIO/CLC)	67
Oshawa Area Signatory Contractors	Labourers (AFL-CIO/CLC) and Teamsters (Ind.)	67
Ottawa City Corp.	Police Assn. (Ind.)	67
Oxford County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	66
Perth County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	66
Peterborough County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	66
St. Joseph Religious Hospitallers of Hotel Dieu, Windsor	Ont. Nurses' Assn. (Ind.) (nurses, full and part-time)	66
St. Lawrence Cement Co. (Mississauga Plant, Ogden Point Quarry and Cement Distributing Depots), Mississauga	Cement Workers (AFL-CIO/CLC) (hourly-rated empls.)	63
Scarborough Centenary Hospital Assn.	Ont. Nurses' Assn. (Ind.) (nurses, full and part-time)	66
J. M. Schneider Inc., Kitchener	Employees' Assn. (Ind.) (plant empls.)	61
Somerville Belkin Industries Ltd., London	Cdn. Chemical Workers (Ind.)	62
Spruce Falls Power and Paper Co., Ltd. and Kimberly-Clark of Canada Ltd., Kapuskasing	Cdn. Paperworkers (CLC) and Electrical Workers (IBEW) (AFL-CIO/CLC)	61
Stanton Pipes Ltd., Hamilton	Steelworkers (AFL-CIO/CLC)	62
Susan Shoe Industries Ltd., Hamilton	Retail Clerks (AFL-CIO/CLC)	68
TCF of Canada Ltd., Cornwall	Clothing and Textile Workers (AFL-CIO/CLC)	63
Thunder Bay Grocery Stores	Retail Clerks (AFL-CIO/CLC)	65
Toronto Public Library Board	CUPE (CLC)	66
University of Windsor	Service Employees (AFL-CIO/CLC) (clerical, secretarial and office empls.)	66

Index to Settlements Reported, September 1978 (Cont'd)

Employer and Location	Union	Page
Upper Lakes Shipping Ltd., operating in the Great Lakes, St. Lawrence and coastal area	Railway, Transport and General Workers (CLC) (uncertificated personnel)	642
Waterloo County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	662
Westinghouse Canada Ltd., Hamilton	Electrical Workers (UE) (CLC) (hourly-rated empls.)	634
Windsor City Corp.	CUPE (CLC) (inside empls.)	675
York Borough Corp. (Works and Parks and Recreation Depts.)	CUPE (CLC)	676

FOOD AND BEVERAGE

J.M. Schneider Inc. at Kitchener - Employees' Association (Ind.) (plant employees)

A 24-month renewal agreement effective from July 30, 1978 to July 26, 1980, covering 2,000 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	July 30/78	Sept. 3/78	July 29/79
	General Increases	60¢		60¢
	Job Bracket Differential		6½¢ (6¢)	7¢
	Bracket 0 (Labourer)	\$7.05 (\$6.45)		\$7.65
	Bracket 27 ("A" Class Electrician)	\$8.67 (\$8.07)*	\$8.805	\$9.54

*"A" Class Trades were upgraded 1 bracket during the 1977-78 agreement, from \$8.01 to \$8.07.

Freezer Premium: Effective September 3, 1978, 25¢ (20¢) per hour.

Paid Vacation: Effective April 30, 1978, 6 weeks after 25 (30) years and 7 weeks (new) after 35 years.

Effective April 29, 1979, 5 weeks after 19 (20) years.

Health and Welfare: Weekly Indemnity - Effective September 3, 1978, \$170 (\$160). Effective July 29, 1979, \$180. Changes apply to both new claimant and existing recipients. Should UIC disability benefits exceed these amounts, additional increases will be made accordingly.

Long Term Disability - Effective September 3, 1978, benefit is 55% of basic wage (unchanged), to a maximum of \$170 (\$155) per week. Effective July 29, 1979, \$180 per week. Changes apply to both new claimants and existing recipients.

Dental Plan - Effective September 3, 1978, payments are based on the 1978 (1977) Ontario Dental Association fee schedule. Effective July 29, 1979, the 1979 fee schedule.

Supplementary Expense Benefit - Effective December 31, 1978, the 35-cent deductible on prescription drugs is removed.

Pension Plan: Non-Contributory Supplement - Effective July 30, 1978, \$3.50 (\$2.75) per month per year of service prior to July 29, 1979. Effective July 29, 1979, \$5.00 per month per year of service prior to July 29, 1980.

Contributory Supplement - Effective July 30, 1978, \$1.25 (\$1) per month per year of service prior to July 29, 1979. Effective July 29, 1979, \$1.50 per month per year of service prior to July 29, 1980.

Canada Packers Poultry, Division of Canada Packers Limited at Walkerton - Local P1105, Foodworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from April 1, 1978 to March 31, 1980, covering 300 em-

ployees, settled at the post conciliation bargaining stage.
Duration of negotiations - 4 months.

Wages:	Effective	<u>Apr. 1/78</u>	<u>Apr. 1/79</u>
	General	27¢	60¢
	Increases		
	Group A	\$5.59 (\$5.32)	\$6.19
	Maintenance	\$6.51	\$7.11
	Mechanic A	(\$6.24)	

Night Premium: Effective April 1, 1979, 25¢ (20¢) per hour.

Saturday Premium: Effective April 1, 1979, \$1.50 (\$1.00) per hour.

Sunday Premium: Effective April 1, 1979, \$2.00 (\$1.35) per hour.

Paid Vacation: Effective April 1, 1979, 4 weeks after 13 (15) years.

Health and Welfare: Weekly Indemnity Plan - Benefit increases to \$120 (\$113) per week for Groups A and B and \$125 (\$118) for Groups C and D. Effective April 1, 1979, \$132 and \$137, respectively.

Safety Shoe Allowance (new): Effective September 2, 1978, \$12 annually.

RUBBER AND PLASTIC PRODUCTS

Dayton Tire Canada Ltd. at Whitby - Local 494, Rubber Workers (AFL-CIO/CLC) (production employees): A 36-month renewal agreement effective from June 1, 1978 to May 31, 1981, covering 510 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 6 months.

Wages:	Effective	<u>June 1/78</u>	<u>June 1/79</u>	<u>June 1/80</u>
	General Increases	30¢	24¢	20¢
	Skilled Trades Adjustments	10¢	10¢	
	Sweeper	\$5.78 (\$5.48)	\$6.02	\$6.22
	Electrician	\$7.83 (\$7.43)	\$8.17	\$8.37

Cost of Living Allowance: 1¢ per 0.3 point change in the Consumer Price Index - 1971=100. To be adjusted quarterly. (Previously, 1¢ per 0.45 point change in the CPI - 1961=100, with the base increased by 3½% prior to comparisons.) 23-cent COLA generated under the previous agreement continues to float.

Shift Premium: 0-20¢-25¢ (0-15¢-20¢).

Health and
Welfare:

Life Insurance and A.D. & D. - \$11,500 (\$9,500) coverage.

Life Insurance for Future Retirees - \$5,500 (\$4,500) coverage.

Extended Health Care - \$60 (\$40) for purchase of eyeglasses.

Dental Plan - Payments are based on the 1978 (1974) Ontario Dental Association fee schedule. Coverage is extended to include prosthetic services. Blue Cross Plan #7 with Riders 1 and 2 (previously, Blue Cross Plan #7 with Rider 1).

Survivor Income Benefit (Transition and Bridge) - \$200 (\$175) per month, less any applicable statutory benefits.

Pension Plan:

Basic Benefit - Effective for retirements on or after June 1, 1978, \$10.25 (\$9.25) per month per year of service. Effective June 1, 1979, \$11. Effective June 1, 1980, \$11.75.

Supplementary, Type A - Effective for retirements on or after June 1, 1978, \$9.50 (\$8) per month per year of service. Effective June 1, 1979, \$9.25. Effective June 1, 1980, \$9. Maximum number of years for service credit remains at 25.

Supplemental
Unemployment
Benefit Plan:

Employer's Contribution - 2¢ to 12¢ (2¢ to 10¢), according to level of Trust Fund.

PAPER AND ALLIED

Abitibi Forest Products Ltd. (Abitibi Provincial Paper Division) at Thorold - Local 290, Canadian Paperworkers (CLC) (hourly-rated employees): A 24-month renewal agreement effective from May 1, 1978 to April 30, 1980, covering 530 employees, settled with mediation assistance. Duration of negotiations - 9 months.

Wages:	Effective	<u>May 1/78</u>	<u>Nov. 1/78</u>	<u>May 1/79</u>
General Increases		47¢		43¢
COLA Fold-in		24¢*		
Adjustment**			19¢	
Yard Labourer		\$6.92 (\$6.21)	\$7.11	\$7.54
Class A Journeyman		\$8.98 (\$8.27)	\$9.17	\$9.60

*Generated under the 1973-75 agreement.

**As a result of the introduction of a 7-day operation, an adjustment of 19¢ per hour will be incorporated into the wage structure. Date shown is approximate.

Previous rates reflect an AIB rollback.

Shift Premium: Effective May 1, 1978, 0-18¢-23¢ (0-15¢-22¢). Effective May 1, 1979, 0-20¢-25¢.

Paid Vacation: Effective January 1, 1979, 4 weeks after 12 (15) years and 5 weeks after 22 (25) years.

Bereavement Leave: 1 day's paid leave for employees unable to attend the funeral due to distance (new).

Health and Welfare: Life Insurance - \$20,000 (\$14,500) coverage. Employer pays 100% of premium for the first \$14,500 coverage (unchanged). Employees pay 30¢ per \$1,000 coverage for amounts in excess of \$14,500 (new).

Weekly Indemnity - Effective upon ratification, \$180 (\$160) per week. Effective January 1, 1979, \$200.

Premium Payment for OHIP and Other Plans - Employer continues to pay 100% of OHIP premiums by increasing single coverage contributions to \$19 (\$11.50) per month and family coverage contributions to \$38 (\$24).

Similarly, employer continues to pay 100% of premiums for Weekly Indemnity, Extended Health Care and Disability Plans by paying the new higher premiums, where applicable.

Dental Plan (new) - Effective October 1, 1978, Blue Cross Dental Plan for employees and dependents provides 100% coverage on basic services and 50% coverage on prosthetic and orthodontic services, with payments based on the 1978 Ontario Dental Association fee schedule. The maximum lifetime benefit for orthodontic expenses is \$500 per person and, for other expenses, \$1,000 per year per person. Employer pays 100% of premiums.

Retirement Income Plan: Benefit Formula - For members employed as of May 2, 1978, an increase of 25% in pension credits accrued during the period January 1, 1973 to December 31, 1977; then, an increase of 6% in the total amount of credits accrued as of December 31, 1977.

Formula for calculating future credits changes, resulting in pension benefits equalling 50% (previously, approximately 43.5%) of career earnings for employees retiring at age 65 with 30 years of service.

Voluntary Early Retirement - Effective May 2, 1979, employees with at least 20 years' service may retire at age 61 (62) without actuarial reduction to accumulated pension credits.

Bridging Supplement - \$9 (\$8) per month per year of service, to a maximum of 30 years. Applies to voluntary early retirements as outlined above.

Metrification (new): Employer pays the cost of all required education and the difference between the Government allowance and the cost of required metric tools.

Medical Certification Fees (new): Employer compensates an employee for the full fee charged by a physician for the completion of a medical certificate of illness, if such a certificate is required to claim disability benefits.

Dontar Fine Papers Ltd. at Cornwall, St. Catharines and Toronto - Locals 77, 212, 338 and 419, Canadian Paperworkers (CLC): Three 24-month renewal agreements effective from May 1, 1978 to April 30, 1980, covering

1,480 employees, settled with mediation assistance. Duration of negotiations - 7 months.

Wages:	Effective	<u>May 1/78</u>	<u>Sept. 1/78</u>	<u>May 1/79</u>
General Increases		47¢		43¢
COLA Fold-in			24¢*	
Labourer		\$6.87 (\$6.40)	\$7.11	\$7.54
Tradesman "A"		\$8.83 (\$8.36)	\$9.07	\$9.50

*Generated under the 1973-75 agreement.

Shift Premium: Effective September 1, 1978, 0-18¢-23¢ (0-15¢-22¢). Effective May 1, 1979, 0-20¢-25¢.

Paid Vacation: 4 weeks after 12 (15) years and 5 weeks after 22 (25) years.

Health and Welfare: Life Insurance - Effective October 1, 1978, \$14,000 coverage. (Previously, \$8,700 to \$10,500 coverage, depending on hourly rate)

Dental Plan (new) - Effective October 1, 1978, employer pays 100% of premiums. No deductible. Plan provides 80% coverage on diagnostic and preventive procedure, 50% coverage on major restorative procedure and 50% coverage, to a lifetime maximum of \$500 per employee, for orthodontics. Only employees actively at work are eligible. New employees are eligible after 1 year of service

Pension Plan: Pension Credit - Effective May 2, 1978, pension credit accrued from January 1, 1973 to December 31, 1977 increases 25%, pension credit accrued from January 1, 1963 to December 31, 1977 increase 6% and accrued pension up to and including December 31, 1962 increases 6%.

Early Retirement - Effective May 2, 1978, early retirement is granted at age 62 and after 15 years' service with no actuarial reduction. Minimum monthly guarantee is \$9 times years of contributory service (new). Effective May 2, 1979, at age 61. Under age 61 with 15 years' service, pension is based on the following actuarial factors:

<u>Age</u>	<u>Present Factors</u>	<u>Improved Factors</u>
60	84%	92%
59	76	84
58	68	76
57	60	68
56	55	60
55	50	55

Bridging Supplement (new) - Effective May 2, 1978, \$9 per month times years of service, up to 30 years, for employees who retire at age 62 and over with at least 20 years' service. Effective May 2, 1979, at age 61.

Metrification (new): Company pays 50% of the difference between Government allowance and actual cost of first-purchased metric tools, if and when required by the Company.

Domtar
Industrial
Conversion
Plan (new): Designed to assist employees permanently displaced as a direct result of industrial conversion.

E.B. Eddy Forest Products Ltd. at Espanola - Locals 74 and 156, Canadian Paper-workers (CLC): Two 24-month renewal agreements effective from May 1, 1978 to April 30, 1980, covering 730 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>May 1/78</u>	<u>May 1/79</u>
	General Increases	47¢	43¢
	COLA Fold-in	24¢*	
	Labourer	\$7.45 ((\$6.74))	\$7.88
	Tradesman 1	\$9.77 ((\$9.06))	\$10.20

*Generated under the 1973-75 agreement.

Previous rates reflect an AIB rollback.

Shift Premium: Effective May 1, 1978, 0-18¢-23¢ (0-17¢-22¢). Effective May 1, 1979, 0-20¢-25¢.

Paid Vacation: Effective January 1, 1979, 4 weeks after 12 (15) years and 5 weeks after 22 (25) years.

Bereavement
Leave: 1 day's paid leave if the employee does not attend the funeral (new).

Crown Witness
Pay (new): Employer makes up the difference between fees received and regular pay.

Health and
Welfare: Life Insurance and A.D. & D. - Effective October 1, 1978, \$14,000 (\$10,000) coverage.

Retirees' Life Insurance - Effective May 1, 1978, \$2,000 paid-up policy for future retirees, with employer paying full cost. (This is in place of death benefit allowance of \$1,000 paid from Pension Plan.)

Major Medical - Effective January 1, 1979, \$10/\$20 (\$20/\$40) deductible.

Dental Plan (new) - Effective October 1, 1978, Blue Cross Dental Plan for employees and dependents provides 100% coverage on basic services and 50% coverage on prosthetic and orthodontic services, with payments based on the 1978 Ontario Dental Association fee schedule. The maximum lifetime benefit for orthodontic expenses is \$500 per person and, for other expenses, the maximum benefit is \$1,000 per year per person. Employer pays 100% of premiums.

Premium Cost - Any saving in premium cost as a result of legislated benefits will be returned to the employees (new).

Pension Plan: Effective May 2, 1978, 25% increase in pension accrued during the period January 1, 1973 to December 31, 1974, plus a further increase of 79% in the total amount of pension accrued as at December 31, 1974.

Bridging Supplement - Effective May 2, 1978, \$9 (\$7) per month times years of service, to a maximum of 30 years for an employee 62 years of age with at least 20 years of service.

Early Retirement - Effective May 2, 1979, early retirement with no actuarial reduction is granted at age 55 (60) with 15 years' service.

Metrification (new): Employer pays the cost of all required education and 50% of the difference between the Government allowance and the cost of required metric tools.

Recall Rights: After 30 working days' service an employee has 24 months of recall rights. (Previously, length of service, up to a maximum of 9 months.)

Great Lakes Paper Company, Limited at Thunder Bay - Locals 39 and 257, Canadian Paperworkers (CLC): Two 24-month renewal agreements effective from May 1, 1978 to April 30, 1980, covering 1,860 employees, settled with mediation assistance. Duration of negotiations - 8 months.

Wages:	Effective	<u>May 1/78</u>	<u>Sept. 8/78</u>	<u>May 1/79</u>
Increases		47¢		5%, with a minimum of 43¢
COLA Fold-in			24¢*	
Labourer		\$7.22 (\$6.75)	\$7.46	\$7.89
Tradesman A		\$9.63 (\$9.16)	\$9.87	\$10.36

*Generated under the 1973-75 agreement.

Previous rates reflect an AIB rollback.

Settlement Bonus: All current employees with service prior to January 1, 1976 receive 8 hours' wages in addition to their retroactive pay.

Shift Premium: Effective May 1, 1978, 0-20¢-25¢ (0-18¢-23¢).

Paid Vacation: Effective January 1, 1979, 4 weeks after 12 (15) years and 5 weeks after 22 (25) years.

Bereavement Leave: When distance prevents the employee from attending the funeral, 1 day of paid leave is allowed within the 6-day period beginning with the date of the death (new).

Health and
Welfare:

Employer Contribution - Effective September 9, 1978, \$19 (\$14.40) per month per single employee and \$38 (\$27.95) per month per married employee towards the cost of welfare benefits. If the Company's contribution exceeds the premiums required, the balance will be applied to other employee benefits (new).

Life Insurance - Effective October 1, 1978, coverage is 200% of basic annual earnings, to a maximum of \$25,000 (\$21,000).

Extended Health Care Plan (new) - Effective October 1, 1978, with the employer paying 100% of the present cost. The Plan provides 100% reimbursement for eligible expenses after annual deductibles of \$10 per person and \$20 per family. Maximum payable is \$10,000 per person, reduced by any amount paid to the insured person in the two immediately preceding calendar years.

Dental Plan (new) - Effective October 1, 1978, Blue Cross Dental Plan for employees and their dependents provides 100% coverage on basic services and 50% coverage on prosthetic and orthodontic services. Payments are based on the 1978 Ontario Dental Association fee schedule. The maximum lifetime benefit for orthodontic expenses is \$500 per person and, for other expenses, the maximum benefit is \$1,000 per year per person. Employer pays 100% of premiums.

Pension Plan:

Pension Credit - Effective May 1, 1978, an increase of 25% in pension credit accrued from May 1, 1973 to April 30, 1978 and an increase of 6% in pension credit accrued as of May 1, 1978.

The annual basic retirement income benefit to accrue from May 1, 1978 will be increased to 62.5% of total employee-required contributions made from that date.

Bridging Supplement - \$9 (\$7) per month times years of service, to a maximum of 30 years, for an employee 62 years of age and having 18 years of service.

Meal
Allowance:

\$5 (\$4).

Spruce Falls Power and Paper Company, Limited and Kimberly-Clark of Canada Limited at Kapuskasing - Locals 89 and 256, Canadian Paperworkers (CLC) and Local 1149, Electrical Workers (IBEW) (AFL-CIO/CLC): Three 24-month renewal agreements effective from May 1, 1978 to April 30, 1980, covering 1,405 employees, settled with mediation assistance. Duration of negotiations - 8 months.

Wages:	Effective	May 1/78	Sept. 1/78	May 1/79
General Increases		49¢		43¢
COLA Fold-in			24¢*	
Labourer		\$7.22 (\$6.73)	\$7.46	\$7.89
Electrician		\$9.38 (\$8.89)	\$9.62	\$10.05

*Generated under the 1973-75 agreement.

Previous rates reflect an AIB rollback.

Shift Premium: Effective May 1, 1978, 0-18¢-23¢ (0-16¢-21¢). Effective May 1, 1979, 0-20¢-25¢.

Sunday Work: Time and one-half for the first 8 hours. Double time thereafter. (Previously, time and one-half for all hours worked.)

Premium Pay for Special Work: 25¢ (new) per hour for Electricians when climbing transmission towers on the Smoky Line.

Paid Vacation: Effective January 1, 1979, 4 weeks after 12 (15) years and 5 weeks after 22 (25) years.

Health and Welfare: Long Term Disability Plan - Effective September 1, 1978, benefit is 50% of average monthly earnings during the year preceding disability, or regular straight time hourly rate times 2080 divided by 24, whichever is the greater, with no maximum. (Previously, maximum was \$800.)

Dental Plan (new) - Effective October 1, 1978, Blue Cross Dental Plan for employees and their dependents provides 100% coverage on basic services and 50% coverage on prosthetic services, with payments based on the 1978 Ontario Dental Association fee schedule. Maximum benefit is \$1,000 per year per person. Employer pays 100% of premium.

Pension Plan: Effective January 1, 1979, an employee may retire with no actuarial reduction at age 60 (62) after 30 years' service.

Optional Forms of Pension - Normal or early retirement pension will be available as a life annuity or level income (as at present), as a 5, 10 or 15-year guaranteed pension, or as an Optional Joint and Survivor plan with payments ranging from 50% to 100% of monthly benefits, actuarially determined based on the ages of the employee and spouse at time of retirement.

Bridging Supplement - Effective May 1, 1978, \$80 per month at age 60 with at least 30 years of service. This supplement is in addition to the existing \$20 per month paid to employees retiring prior to age 65.

Crown Witness Pay (new): Employer makes up the difference between fees received and regular pay.

Continental Group of Canada Limited at Guelph, London and Toronto - Local 69, Canadian Chemical Workers (Ind.) and Locals 496 and 1199, Canadian Paperworkers (CLC): Three 24-month renewal agreements effective from June 17, 1978 to June 16, 1980, covering 360 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	June 17/78	Sept. 26/78	June 17/79
	General	40¢		34¢
	Increases			
	COLA Fold-in		59¢	

	<u>June 17/78</u>	<u>Sept. 26/78</u>	<u>June 17/79</u>
<u>Toronto</u>			
Hand Stitcher	\$6.36 (\$5.96)	\$6.95	\$7.29
Electrician A	\$8.06 (\$7.66)	\$8.65	\$8.99
<u>London</u>			
Hand Taper Operator	\$6.53 (\$6.13)	\$7.12	\$7.46
Electrician A	\$8.06 (\$7.66)	\$8.65	\$8.99
<u>Guelph</u>			
Take-Off Man	\$6.70 (\$6.30)	\$7.29	\$7.63
Electrician A	\$8.06 (\$7.66)	\$8.65	\$8.99
Cost of Living Provision:	Inoperative during term of agreement. The 59-cent cost of living fold-in was generated during the 1975-1977 agreement.		
Shift Premium:	Effective September 26, 1978, 0-19¢-24¢ (0-18¢-22¢). Effective June 17, 1979, 0-20¢-25¢.		
Paid Vacation:	Effective May 1, 1979, 4 weeks after 12 (14) years.		
Health and Welfare:	<u>Weekly Indemnity Plan</u> - Effective September 25, 1978, benefit increases to 70% of weekly earnings, to a maximum of \$175 (\$150) per week. Payable as previously, on a 1-1-4-52 basis. Effective June 17, 1979, maximum is \$190 per week. <u>Dental Plan</u> - Effective on ratification, employer pays 100% (55%) of cost of dental plan with Riders 1 and 2 (previously, basic). Effective July 1, 1979, coverage is based on the 1979 Ontario Dental Association schedule of fees.		
Pension Plan:	Effective June 17, 1978, \$8.50 (\$7.50) per month per year of service. Effective June 17, 1979, \$9.50 per month.		
Safety Shoe Allowance:	Effective January 1, 1979, maximum is \$30 (\$25) per year.		
<u>Somerville Belkin Industries Limited at London - Local 30, Canadian Chemical Workers (Ind.):</u> A 24-month renewal agreement effective from May 15, 1978 to May 14, 1980, covering 204 employees, settled with mediation assistance. Duration of negotiations - 4 months.			
Wages:	Effective	<u>May 15/78</u>	<u>May 15/79</u>
	General	8%	8.5%
	Increases		

	<u>May 15/78</u>	<u>May 15/79</u>
General	\$6.69-\$6.91	\$7.26-\$7.50
Labour I	(\$6.19-\$6.40)	
Electrician I	\$8.50-\$8.82	\$9.22-\$9.57
	(\$7.87-\$8.17)	

Probationary period is 45 working days. Maximum rates for General Labour I are reached after one 60-working day increase and, for Electrician I, after one 30-working day increase.

Cost of Living Provision: Inoperative, as in the previous contract.

Health and Welfare: Life Insurance and A.D. & D. - Effective October 1, 1978, \$12,000 (\$10,000) coverage. Effective May 15, 1979, \$14,000.

Weekly Indemnity - Effective October 1, 1978, maximum benefit increases to \$145 (\$130) per week. Effective May 15, 1979, \$160 per week.

PRINTING, PUBLISHING AND ALLIED

Moore Corporation Limited, Moore Business Forms Division at Fergus - Local 691, Printing and Graphic Communications (AFL-CIO/CLC): A 12-month renewal agreement effective June 15, 1978 to June 14, 1979, covering 201 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>June 15/78</u>
	General Increase	8.5%
	Classification Adjustment	5¢ for Class 1
	Class 1 (includes Bindery Operator)	\$4.31-\$4.86 (\$3.92-\$4.43)
	Class 14 (includes Maintenance Machinist)	\$5.91-\$8.01 (\$5.45-\$7.08)

Probationary period is 90 days. Maximum rates for Bindery Operator are reached after two 3-month and two 6-month increases. Maximum rates for Maintenance Machinist are reached after ten (eight) 6-month increases.

Shift Premium: 0-42¢-42¢ (0-38¢-40¢).

Paid Vacation: 4 weeks after 12 (13) years of service.

Bereavement Leave: 1 day (new) for emotional upset if the employee is unable to attend the funeral. Leave is paid.

Health and Welfare: Dental Plan (new) - Effective June 15, 1978, employer pays 100% of the cost of premiums. Payments are based on the 1978 Ontario Dental Association schedule of fees.

PRIMARY METAL

International Malleable Iron Company Limited at Guelph - Local 3000, Steelworkers (AFL-CIO/CLC): An 18-month renewal agreement effective from September 1, 1978 to February 29, 1980, covering 220 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	Sept. 1/78	Mar. 1/79
	General Increases	30¢	25¢
	Group 1 (includes Labourer)	\$6.365 (\$6.065)	\$6.615
	Group 15 (includes Electrician)	\$7.625 (\$7.325)	\$7.875
Cost of Living Allowance:	1¢ for each .3 increase in the Consumer Price Index, where 1971 equals 100, using August 1978 as the base. (Previously, the provision was inoperative.)		
Paid Holidays:	1 floating day is added in December, for a total of 13 (12) days.		
Vacation Bonus:	Effective March 1, 1979, \$50 (\$40) for each week of regular vacation.		
Health and Welfare:	<u>Life Insurance</u> - Effective March 1, 1979, \$11,000 (\$10,000) coverage.		
	<u>Vision Care Plan</u> - Maximum benefit is \$60 (\$40) every two years.		
Pension Plan:	<u>Basic Benefit</u> - Effective March 1, 1978, \$6.00 (\$5.50) per month per year of service, to a maximum of 30 years. Effective March 1, 1979, benefit increases to \$6.50.		
	<u>Survivor Benefit (new)</u> - Effective September 1, 1978, surviving spouses' benefit is payable for life upon attainment of age 55, if the employee is 50 years old and has accumulated 15 years of service. Payment is \$100 per month from age 55 to 65 and \$75 until death.		
Safety Shoe Allowance:	\$20 (\$15) towards the cost of each pair.		

Stanton Pipes Limited at Hamilton - Local 8223, Steelworkers (AFL-CIO/CLC): A 32-month renewal agreement effective from September 11, 1978 to May 6, 1981, covering 230 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 7 months.

Wages:	Effective	Sept. 11/78	May 6/79	May 6/80
	General Increases	50¢	30¢	15¢
	Job Class Increments	10.5¢ (10¢)	11¢	
	Additional Adjustment	10¢ for Labour Grades 12-15		

	<u>Sept. 11/78</u>	<u>May 6/79</u>	<u>May 6/80</u>
Grade 1 (includes Labourer-Sweeper)	\$6.04 (\$5.54)	\$6.34	\$6.49
Grade 15 (includes Electronic-Electrician)	\$7.61 (\$6.94)	\$7.98	\$8.13
Cost of Living Allowance (new):	Effective May 6, 1979, 1¢ per 0.4 point increase or decrease in the Consumer Price Index - 1971=100. Adjusted quarterly.		
Paid Holidays:	Effective May 6, 1980, one additional day is added for a total of 11 days.		
Paid Vacation:	Effective in 1979, 4 weeks after 13 (15) years. Effective in 1980, 4 weeks after 12 years and 5 weeks (new) after 23 years.		
Health and Welfare:	<u>Life Insurance and A.D. & D.</u> - \$11,000 (\$10,000). Effective May 6, 1979, \$12,000. Effective May 6, 1980, \$13,000. <u>Weekly Indemnity Plan</u> - Benefit is 66 2/3% of weekly earnings, to UIC maximum. Payable on a 1-6-52 (1-8-52) basis. <u>Dental Plan</u> - Effective May 6, 1979, employer pays 100% of cost of basic dental plan using 1977 (1975) Ontario Dental Association schedule of fees, with 75%/25% (50%/50%) co-insurance. Effective May 6, 1980, no co-insurance.		
Pension Plan:	\$6.50 (\$6.00) per month per year of service. Effective May 6, 1979, \$7.00. Effective May 6, 1980, \$8.00.		
Safety Shoe Allowance:	\$20 (\$15) per pair, twice per year. For employees regularly employed on casting floor, \$20 (new) for third pair per year. Effective May 6, 1980, \$25 per pair.		

Inco Limited at Port Colborne - Local 6200, Steelworkers (AFL-CIO/CLC) (hourly-rate plant employees): A 10-month renewal agreement effective from September 16, 1978 to July 9, 1979, covering 750 employees, settle with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	<u>July 10/78</u>
General Increase		10¢
Step 1 (Base Labour)		\$6.10 (\$6.00)
Step 9 (average rate)		\$7.10 (\$7.00)
Step 16 (1st Class Trades)		\$7.975 (\$7.875)

Cost of Living Allowance: 1¢ per 0.35 point change in the Consumer Price Index - 1961=100. To be adjusted quarterly beginning with the July-October 1978 quarter. The allowance for that period will be reduced by 6¢; otherwise, the formula is unchanged. 79¢ generated under the previous agreement will continue to float.

Health and Welfare: Weekly Indemnity - Effective upon ratification, \$160 (\$150) per week. Effective January 1, 1979, \$175.

Dental Plan - Payments are based on the 1978 (1975) Ontario Dental Association fee schedule.

Pension Plan: Current Pensioners Retired Prior to January 1, 1977 - Effective with the October 1978 benefit payout, a 20-dollar per month supplemental increase. Widowers or survivors receive a 10-dollar per month increase.

Supplementary Unemployment Benefit Plan (new): Employer Contribution - Maximum of 5¢ per hour worked, depending on funding level.

Benefits - Range from \$25 per week when fund level is below 35% to \$40 per week when fund level is at 100%.

Duration of Benefits - 2 to 5 years' service, 26 weeks; with 5 or more years' service, 52 weeks.

METAL FABRICATING

Babcock & Wilcox Canada Ltd. at Cambridge - Local 2859, Steelworkers (AFL-CIO/CLC) (plant employees): A 36-month renewal agreement effective from September 1, 1978 to August 31, 1981, covering 850 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	Sept. 1/78	Sept. 1/79	Sept. 1/80
General Increases		34¢	47¢	54¢
Job Class Increment			14¢ (13.5¢)	15¢
Job Class 1 (Sweeper)		\$5.99 (\$5.65)	\$6.46	\$7.00
Job Class 14 (includes Electrician)		\$7.745 (\$7.405)	\$8.28	\$8.95

Cost of Living Provision: The formula negotiated for the previous agreement was rendered inoperative following a review by the Anti-Inflation Board. The formula remains inoperative.

Shift Premium: Effective September 1, 1979, 0-50¢-50¢ (0-45¢-45¢).

Paid Vacation: Effective September 1, 1980, 4 weeks after 12 (15) years.

Bereavement Leave: Effective September 1, 1978, 1 day's paid funeral leave for the death of a grandparent (new).

Paid Lunch Period (new): Effective September 1, 1978, 15 minutes for all employees. (Previously, only employees on continuous shift operations or working the night shift received a paid lunch period of 20 minutes.)

Health and Welfare: Life Insurance and A.D. & D. - Effective September 1, 1978, \$10,000 (\$8,000) coverage with double indemnity.

Weekly Indemnity - Effective September 1, 1978, Job Classes 1-6, \$120 (\$110); Job Classes 7-12, \$130 (\$120); Job Classes 13-19, \$140 (\$130).

Effective September 1, 1979, 66 2/3% of gross earnings, to the UIC maximum benefit. Guarantee of \$160 per week.

Long Term Disability - Effective September 1, 1978, \$130 (\$110) per week to age 65, less statutory offsets if applicable.

Drug Plan - Effective September 1, 1979, the 20-dollar annual deductible is eliminated.

Dental Plan - Effective September 1, 1978, payments are based on the 1978 (1977) Ontario Dental Association fee schedule. Effective September 1, 1979, 1979 fee schedule. Effective September 1, 1980, 1980 fee schedule, with the addition to the basic plan of periodontal, endodontic and denture repair coverage.

Pension Plan: Guaranteed Pension - Effective September 1, 1978, a minimum of \$9 (\$8) per month per year of service at normal retirement. Effective September 1, 1979, \$10. Effective September 1, 1980, \$11.

Early Retirement (new) - Effective September 1, 1978, employees with 30 years of service may retire at age 62 without actuarial reduction to accrued benefits.

Survivor Benefit Clause (new) - To be implemented September 1, 1979.

Safety Shoe Allowance: Effective September 1, 1978, \$30 (\$20) per year.

Emco Limited at London - Local 2699, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from August 15, 1978 to August 14, 1980, covering 350 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages: Lump sum payment of \$80 for employees working from August 15, 1978 to September 23, 1978.

Effective	Sept. 24/78	Aug. 15/79
Increases	6%, on the average	25¢

Classification Adjustments	5% for Semi-Auto Machine S/U & Oper., Tool Crib Gr 2, Electrician Gr 3, Inspector Gr 4, Single Spindle S/U and Operate and Mult. Spindle S/U and Operate; 5¢ for Tool Maker Gr 1 and Gr 2, Pattern Maker Gr 1 and Gr 2, Tool and Die Maker, Plater Gr 1 and Gr 2 and Foundry Attendant Gr 1
----------------------------	---

	<u>Sept. 24/78</u>	<u>Aug. 15/79</u>
General	\$5.42	\$5.67
Labour	(\$5.11)	
Electrician	\$7.91	\$8.16
Gr 3	(\$7.15)	
Cost of Living Allowance:	25-cent float remaining under the suspended provision of the previous contract continues to float. Provision is reactivated in the 1978-80 agreement. 1¢ per hour per 0.375 increase in the Consumer Price Index, where 1971 equals 100. To be adjusted quarterly. Triggered at 5% above the August 1978 Index base in the first year of the agreement, and at 4% above the August 1979 Index base in the second year of the agreement.	
Injury Pay:	Employee receives a full day's pay for day of injury. (Previously, paid for hours worked if injured in the morning, or given full pay if injured within 3 hours of completion of shift.)	
Wash-up Period:	15-minute wash-up period is granted to all Foundry and Die Cast employees (previously, to Molders only).	
Safety Shoe Allowance:	\$25 per year for employees in the Plating Department. (Previously, rubber boots were supplied.)	

MACHINERY

Allis Chalmers Canada Limited, Stephens-Adamson Division at Belleville - Local 15303, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from August 26, 1978 to August 25, 1980, covering 200 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 3 months.

Wages:	<u>Aug. 26/78</u>	<u>Aug. 26/79</u>
General	50¢	45¢
Increases		
Group 2 (includes Labourer)	\$5.18 (\$4.68)	\$5.63
Group 17 (includes Electrician)	\$6.98 (\$6.48)	\$7.43
Paid Holidays:	Civic holiday is added, for a total of 12 days.	
Health and Welfare:	<u>Life Insurance</u> - \$7,000 (\$4,000) coverage. <u>A.D. & D. (new)</u> - Employer pays 100% of premium cost for \$7,000 coverage. <u>Weekly Indemnity Plan</u> - Benefits are based on the UIC schedule. Payable on a 1-4-26 (1-4-15) basis. <u>Drug Plan</u> - \$10/\$20 (\$25/\$50) deductible. <u>Dental Plan</u> - Effective August 26, 1979, employer pays 100% of cost of new basic dental plan.	

Cooper Energy Services Limited at Stratford - Local 103, Machinists (AFL-CIO/CLC):

A 36-month renewal agreement effective from April 17, 1978 to April 17, 1981, covering 214 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 6 months.

Wages:	Effective	Sept. 24/78	Apr. 16/79	Apr. 21/80
	Increases	85¢ for Journeymen; 50¢ for other employees	50¢*	55¢*
	Labourer	\$5.07-\$5.18 (\$4.57-\$4.68)	\$5.57-\$5.68	\$6.12-\$6.23
	Journeyman Electrician	\$6.93 (\$6.08)	\$7.43	\$7.98

Probationary period is 90 days. Maximum rate for Labourer is reached after 3 months.

Lump Sum Payment: Lump sum payment of \$500 for Journeymen and \$300 for other employees on payroll from April 17, 1978 to July 30, 1978.

Cost of Living Allowance: Effective April 16, 1979, 1¢ per 0.4 point increase in the Consumer Price Index, 1971=100, following a prepaid 6% increase annually over the February 1978 base to be folded into wage rates annually. (Previously, 1¢ per 0.5 point increase after an initial 5.0 point annual increase.)

*These increases include the prepaid cost of living increase of 6%.

Shift Premium: Effective September 24, 1978, 0-22¢-27¢ (0-20¢-25¢).

Lead Hand Premium: Effective September 24, 1978, 35¢ (25¢).

Paid Holidays: Effective in 1979, one floating day is added, for a total of 13 days.

Paid Vacation: Effective in 1979, 4 weeks after 12 (15) years.

Health and Welfare: Life Insurance and A.D. & D. - Effective May 1, 1980, \$10,000 (\$9,000).

Pension Plan: Effective January 1, 1979, \$7.50 (\$6.50) per month per year of service.

Safety Shoe Allowance: Effective September 24, 1978, \$20 (\$15) per year. Effective April 16, 1979, \$25 per year.

Mathews Conveyor Company, a division of Rexnord Canada Limited at Cobourg and Port Hope - Local 1805, Machinists (AFL-CIO/CLC): A 24-month renewal agreement effective from August 1, 1978 to July 31, 1980, covering 216 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>Aug. 1/78</u>	<u>Aug. 1/79</u>
	General Increases	9%	5%
	Labour Grade 10 (includes Helper- General)	\$5.75-\$5.90 (\$5.26-\$5.41)	\$6.05-\$6.20
	Labour Grade 3 (includes Toolmaker)	\$7.54-\$7.74 (\$6.90-\$7.10)	\$7.93-\$8.13

Probationary period is 40 worked days. Maximum rates for Helper-General are reached after 9 months and, for Toolmaker, after 12 months.

Cost of Living Allowance: Effective November 1, 1979, 1¢ per 0.5 point increase in the Consumer Price Index - 1961=100. To be adjusted quarterly. (Clause was suspended in the previous agreement.)

Shift Premium: 0-30¢-30¢ (0-27¢-27¢).

Certified Welding Premium: 15¢ (10¢) per hour.

Paid Holidays: One floating day is added for a total of 12 days.

Paid Vacation: Effective in 1979, 5 weeks after 24 (25) years.

Health and Welfare: Weekly Indemnity Plan - Effective October 1, 1978, benefits increase to UIC maximum. Payable on a 1-1-8-26 basis. (Previously, benefit of \$135 per week was payable on a 1-8-8-26 basis.)

Dental Plan - Effective January 1, 1979, employer pays dental bills to a maximum of \$100 per year per employee family (new).

Pension Plan: Effective August 1, 1978, \$6 per month per year of service prior to November 1, 1962. \$9.55 (\$8.50) + 1.4% of average monthly wages for highest 5 consecutive years in the last 10 of employment in excess of \$815 (\$740) per month per year of service after November 1, 1962. Effective August 1, 1979, \$10.25 + 1.4% over \$865 per month. Effective August 1, 1980, \$11.30 + 1.4% over \$940 per month. Effective August 1, 1981, \$12.70 + 1.4% over \$1,040 per month. Effective August 1, 1982, \$13.75 + 1.4% over \$1,115 per month.

Early Retirement - Effective August 1, 1979, the basic benefit of an employee retiring between age 62 and 65 will be reduced by ¼% per month and by 1/2% per month between age 60 and 62. (Previously, reduction of 1/2% per month between age 60 and 65.)

Safety Shoe Allowance: Effective August 1, 1979, \$30 (\$25) per year.

TRANSPORTATION EQUIPMENT

American Motors (Canada) Ltd. at Brampton - Local 1285 (American Motors Unit), Auto Workers (CLC) (production and maintenance employees): A 24-month renewal agreement effective from September 16, 1978 to

September 15, 1980, covering 950 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 18/78</u>	<u>Sept. 17/79</u>
General Increases		3%	3%
COLA Fold-in		18¢	
Skilled Trades Adjustment		15¢	
Assembler		\$7.28 (\$6.89)	\$7.50
Toolmaker		\$9.29 (\$8.69)	\$9.57
Cost of Living Allowance:	1¢ per 0.3 point change in the Combined Canada/U.S. Consumer Price Index - 1967=100. To be adjusted quarterly. (Formula is unchanged.) The 81¢ generated under the previous formula continues to float. An 18-cent allowance generated for the period May-July 1978, subsequent to the last adjustment period required by the previous agreement, will be paid and folded into the wage structure as noted above.		
Shift Premium:	Now applies to the calculation of vacation and holiday pay (new).		
Vacation Pay:	120 (80) hours after 1 year, 140 (100) hours after 3 years, 160 (120) hours after 5 years, 180 (140) hours after 10 years and 200 (160) hours after 15 years.		
Paid Union Educational Leave (new):	Employer funds the program at the rate of 1¢ per compensated hour.		
Health and Welfare:	<u>Life Insurance</u> - Range of coverage is extended in line with wage increases. <u>Dental Plan</u> - Payments are based on the current (1977) Ontario Dental Association fee schedule. <u>Vision Care</u> - Effective January 1, 1979, maximum benefit increases to \$80 (\$40) per 2-year period. An additional \$40 may be granted in special circumstances (new). <u>Hearing Aid Plan (new)</u> - To become effective April 1, 1979.		
Pension Plan:	<u>Basic Benefit</u> - Effective October 1, 1978, \$10.50 (\$9.50) per month per year of service. Effective October 1, 1979, \$11. <u>Special Allowance</u> - Benefit is an amount sufficient to provide a total monthly pension benefit of \$700 (\$650) for employees retiring with 30 or more years of service. <u>Present Pensioners</u> - Effective September 16, 1978, monthly benefits increase by \$1. Effective September 1, 1979, a further 50-cent increase. <u>Survivor Benefit</u> - Effective October 1, 1979, maximum benefit for the Bridge and Transition Plans is \$275 (\$225) per month.		

MTD Products Limited at Kitchener - Local 1524, Auto Workers (CLC): A 36-month renewal agreement effective from September 15, 1978 to September 15, 1981, covering 350 employees, settled at the bargaining stage. Duration of negotiations - 1½ months.

Wages:	Effective	<u>Sept. 15/78</u>	<u>Sept. 15/79</u>
	Increases	Incentive - 40¢; Non-Incentive - 45¢	40¢
	Equity Adjustments	<u>Incentive</u> - 7¢ for Clamp Assembly Operator and Assembler (Light Duty); <u>Non-Incentive</u> - 20¢ for Lift Truck, Die Setter, Job Setter, Truck Driver, Inspector, Inspector Receiving, Receiver Raw Materials, Lift Truck & Production (Plant 2), M/C Maint. & Setup (Dept. 4) and Tool Crib Attendant	<u>Incentive</u> - 5¢ for Clamp Assembly Operator and Assembler (Light Duty); <u>Non-Incentive</u> - 15¢ for Lift Truck, Die Setter, Job Setter, Truck Driver, Inspector, Inspector Receiving, Receiver Raw Materials, Lift Truck & Production (Plant 2), M/C Maint. & Setup (Dept. 4) and Tool Crib Attendant
	Skilled Trades Adjustments	26¢ for Tool & Die Machinist, Cutter Grinder, Cutter Hand Grinder, Cutter Machinist, Machine Repair Maintenance and General Maintenance; 11¢ for Maintenance Helper; 85¢ for Tool & Die Maker and 73¢ for Die Repair	10¢ for Tool & Die Machinist, Cutter Grinder, Cutter Hand Grinder, Cutter Machinist, Machine Repair Maintenance and General Maintenance; 5¢ for Maintenance Helper; 50¢ for Tool & Die Maker and Die Repair
	Assembler (Light Duty)	\$4.34 (\$3.87)	\$4.79
	Tool & Die Maker	\$7.60-\$8.00 (\$6.70)	\$8.50-\$8.90
	Effective	<u>Sept. 15/80</u>	
	Increases	Incentive - 20¢; Non-Incentive - 25¢	
	Equity Adjustments	<u>Incentive</u> - 5¢ for Clamp Assembly Operator and Assembler (Light Duty); <u>Non-Incentive</u> - 15¢ for Lift Truck, Die Setter, Job Setter, Truck Driver, Inspector, Inspector Receiving, Receiver Raw Materials, Lift Truck & Production (Plant 2), M/C Maint. & Setup (Dept. 4) and Tool Crib Attendant	

Sept. 15/80

Skilled Trades
Adjustments

10¢ for Tool & Die
Machinist, Cutter Grin-
der, Cutter Hand Grin-
der, Cutter Machinist,
General Maintenance,
Tool & Die Maker and
Die Repair; 4¢ for
Machine Repair Mainte-
nance

Assembler
(Light Duty)

\$5.04

Tool & Die
Maker

\$9.25

Probationary period is 60 calendar days. Maximum rates for Tool
Die Maker are reached after three 10-cent increases, one each
90 calendar days, and a 10-cent merit increase.

Cost of Living
Allowance (new):

Effective in the third contract year, 1¢ per hour for each .4
point change in the Consumer Price Index, where 1971 equals 100.
To be adjusted quarterly. Capped at 20¢.

Incentive
Guarantee:

Effective September 15, 1978, if during a period of unrated job
performance an employee's retroactive hourly incentive earnings
are less than 40¢ (28¢) an hour, he will be paid, in addition to
the day rate, up to an additional 40¢ (28¢) an hour for such work.

Reporting Pay:

Effective September 15, 1978, 4 (3) hours at straight time.

Paid Holidays:

Effective September 15, 1978, service requirement to qualify for
holiday pay is 60 (90) calendar days.

Pay for Work on
Holidays:

Effective September 15, 1978, double time (time and one-half)
plus holiday pay for all work performed on holidays recognized by
the contract.

Paid Vacations:

Effective September 15, 1978, 3 weeks after 5 (8) years' service
and 4 weeks after 15 (18) years.

Vacation Pay:

Effective September 15, 1978, vacation pay improves as follows:

Years of Continuous Service as
of June 30

Vacation Pay
Allowance

Less than 3 years
3 to 5 years
5 to 8 years
8 to 12 years
12 to 15 years
15 to 18 years
18 to 20 years
20 years and over

4% (unchanged)
5% (4½%)
6% (5½%)
7% (6½%)
7½% (7%)
8% (7½%)
8½% (8%)
9% (8½% up to 25
years; 9% there-
after)

Jury and Witness Duty Pay:	Effective September 15, 1978, employer pays the difference between daily earnings and allowance granted by the Court for employees on jury duty (unchanged) or Crown witness duty (new). To be eligible, employee must have 60 calendar days' (previously, 6 months') seniority. Period of compensation shall not exceed 15 (14) days in any 6-month period.
Health and Welfare:	<u>Life Insurance and A.D. & D.</u> - Effective September 15, 1978 for employees with 60 (90) calendar days' service, \$8,000 (\$7,000) coverage. Effective September 15, 1979, \$9,000. Effective September 15, 1980, \$10,000. <u>Weekly Indemnity</u> - Effective September 15, 1978, maximum weekly benefit is \$160 (\$133). <u>Major Medical</u> - Effective September 15, 1978, maximum lifetime benefit is \$10,000 (\$7,000).
Pension Plan (new):	Effective September 15, 1978, employees with 1 year of continuous service are eligible for coverage under a non-contributory pension plan paying benefits of \$5 per month per year of service, to a maximum of 25 years' service. <u>Past Service Benefit</u> - \$4 per month per year of service for the first 5 years' service prior to the date of the Plan. \$3 per month per year of service for the second 5 years' service prior to the date of the Plan. <u>Early Retirement</u> - Early retirement with unreduced benefits is permitted for employees between the ages of 55 and 65. Benefits are prorated for partial years worked. <u>Vesting</u> - Available to employees aged 45 and over and having 10 years' service. <u>Joint and Survivor Option</u> - An employee can elect to reduce his monthly benefit by 1/2 or 2/3 with the understanding that, upon his death, his beneficiary will be paid that 1/2 or 2/3 of his monthly benefit.
Special Education Trust Fund (new):	Effective September 15, 1978 on behalf of non-probationary employees, employer pays 1¢ per hour per employee into this fund established by the UAW.
Prescription Safety Glasses:	Maximum allowance for lenses is \$20 (\$12) per year.

ELECTRICAL PRODUCTS

Hammond Manufacturing Company Ltd. at Guelph and Puslinch Township - Employees' Association (Ind.) (plant and warehouse employees): A 12-month renewal agreement effective from October 1, 1978 to September 30, 1979, covering 500 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	Oct. 1/78	Apr. 1/79	July 1/79
	General Increases	32¢	5¢	5¢

	<u>Oct. 1/78</u>	<u>Apr. 1/79</u>	<u>July 1/79</u>
Cleaning Operator (Light) Job Grade 1	\$4.88-\$5.04 (\$4.56-\$4.72)	\$4.93-\$5.09	\$4.98-\$5.14
Toolmaker, Class 2 Job Grade 17	\$7.09-\$7.25 (\$6.77-\$6.93)	\$7.14-\$7.30	\$7.19-\$7.35
Shift Premium:	0-22¢-22¢ (0-20¢-20¢).		
Call-in Pay:	Minimum of 4 (3) hours at straight time.		
Paid Vacation:	4 weeks after 14 (15) years and 5 weeks after 22 (25) years.		
Vacation Bonus (new):	\$10 per week of vacation for all employees eligible for 3 or more weeks of vacation in 1979.		
Bereavement Leave:	1 (1/2) day's paid leave for brother-in-law and sister-in-law.		
Crown Witness Pay (new):	Employer makes up the difference between lost wages and court fees received by employees subpoenaed as crown witnesses. Limit of 5 days per employee per year.		
Health and Welfare:	<u>Life Insurance</u> - \$8,000 (\$5,000) coverage. <u>Retiree Life Insurance</u> - Paid-up policy of \$1,000 for employees retiring at age 62 (65) with 10 years of service. <u>Premium Payment</u> - Effective October 2, 1978 and in accordance with the previous agreement, the employer pays 100% (90%) of premiums in effect for OHIP and Semi-Private Hospital Care, the Extended Health Benefit Plan, A.D. & D., Weekly Indemnity and the Dental Plan.		
Safety Shoe Allowance:	Employer contributes 50% of cost (unchanged), to a maximum of \$13 (\$10) per pair.		

Westinghouse Canada Limited at Hamilton - Local 504, Electrical Workers (UE) (CLC)
(hourly-rated employees): A 36-month renewal agreement effective from April 23, 1978 to April 22, 1981, covering 1,800 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 9 months.

Wages:

Effective	<u>Apr. 23/78</u>	<u>Sept. 15/78</u>	<u>Apr. 23/79</u>	<u>Apr. 23/80</u>
General Increases	38¢	7¢	28¢*	12¢
Skilled Trades Adjustments	2¢-10¢		1¢-5¢	2¢-10¢
Labour Grade 1 (Janitor)	\$6.085 (\$5.705)	\$6.155	\$6.435	\$6.555
Labour Grade 14 (Tool & Die Maker)	\$7.816-\$8.350 (\$7.376-\$7.870)	\$7.886-\$8.420	\$8.196-\$8.750	\$8.376-\$8.970

*Includes a 7-cent prepayment from the allowance expected to be generated by the COLA formula starting April 23, 1979.

Elimination of Wage Schedule II - In order to complete the merger of the dual wage schedules into a single grid, an adjustment of 4¢ will be made to Labour Grades 2,3,4 and 5 of Schedule II on April 23, 1978, with further adjustments ranging from 2.7¢ to 8.0¢ being made to Labour Grades 3,4 and 5 on September 15, 1978. Hourly rates shown above represent Schedule I.

Cost of Living Allowance: 8 quarterly adjustments of 1¢ per 0.34 point rise in the Consumer Price Index - 1971=100, beginning with the quarter starting April 23, 1979. The first quarter adjustment will be reduced by 7¢ due to prepayment. Any allowance generated, including the existing allowance of 19.5¢ to 21.6¢ derived from an earlier agreement, will apply to all compensation calculations except overtime. (The previous COLA provision was disallowed by the Anti-Inflation Board.)

Shift Premium: 0-25¢-25¢ (0-20¢-20¢).

Paid Holidays: Effective February 1979, Heritage Day is added, for a total of 12 days.

Paid Vacation: Effective in 1978, 4 weeks after 14 (15) years. Effective in 1979, 4 weeks after 13 years.

Bereavement Leave: 1 day's paid leave to attend the funeral of a grandparent or grandchild (new).

Health and Welfare: OHIP - Effective May 1, 1978, employer pays 77.5% (72.7%) of premium. Effective May 1, 1979, 85%.

Dental Plan (new) - A no-deductible, comprehensive plan with coverage based on the 1977 Ontario Dental Association fee schedule will be introduced November 1, 1978. Maximum claim is limited to \$500 per year per employee or family member. Employer pays 100% of premium. First year is subject to Anti-Inflation Board approval.

Pension Plan:	Effective	<u>Apr. 23/78</u>	<u>Apr. 23/79</u>	<u>Apr. 23/80</u>
	<u>Basic Monthly Benefit</u> (per year of service)	\$10.00 (\$ 9.00)	\$10.50	\$11.00
	<u>Bridge Monthly Benefit</u> (per year of service)	\$7.00 (\$6.00)	\$7.50	\$8.00

First year change is subject to Anti-Inflation Board approval.

Early Retirement - No actuarial reduction for retirements at age 62 (63) or older.

Survivor Pension - 60% (55%) of employee's adjusted pension.

Vesting - With 10 years of service at any age (previously, at age 60).

NON-METALLIC MINERAL PRODUCTS

St. Lawrence Cement Co. (Mississauga Plant, Ogden Point Quarry and Cement Distributing Depots) at Mississauga - Local 366, Cement Workers (AFL-CIO/CLC) (hourly-rated employees): A 24-month renewal agreement effective from October 1, 1978 to September 30, 1980, covering 2 employees, settled at the bargaining stage. Duration of negotiations - 2 weeks.

Wages:	Effective	<u>Oct. 1/78</u>	<u>Oct. 1/79</u>
	General	80¢	40¢, plus COLA
	Increases		fold-in
	Classification	Wage schedule now	
	Restructuring	consists of 26	
		(21) classes	
	Increment	10¢ (9¢)	
	Adjustment		
	Class 3 (includes	\$7.94	\$8.34
	Yardman)	(\$7.13)	
	Class 26 (21)	\$10.24	\$10.64
	(includes Master	(\$ 9.23)	
	Journeyman)		

Previous rates reflect a rollback by the Anti-Inflation Board.

Cost of Living Allowance: Provision is dormant in the first year of the contract.
Effective in the second contract year, 1¢ per .3 point rise in the Consumer Price Index - 1971 equals 100. Triggered at the July 1, 1979 Index base. To be adjusted quarterly and folded into hourly rates, starting in October, 1979.

CHEMICAL AND CHEMICAL PRODUCTS

TCF of Canada Limited at Cornwall - Local 1332, Clothing and Textile Workers (AFL-CIO/CLC): A 12-month renewal agreement effective from July 1, 1978 to June 30, 1979, covering 300 employees, settled with media tion assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>July 1/78</u>
	General Increase	42¢
	Additional	20¢ for Group 10;
	Adjustment	5¢ for Tradesmen
		and Casting Floor
		employees
	Group 10 (includes	\$5.895
	Sorter/Wrapper)	(\$5.275)
	Electrician	\$7.375
		(\$6.905)

Previous rates reflect a rollback by the Anti-Inflation Board.

Safety Shoe Allowance: \$30 (\$20) per year toward the purchase of 1 pair.

MISCELLANEOUS MANUFACTURING

Atomic Energy of Canada Limited, Commercial Products, at Ottawa - Local 1541, Ottawa Atomic Workers Union (CLC): A 12-month renewal agreement effective from June 1, 1978 to May 31, 1979, covering 236 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>June 1/78</u>
	General Increase	6%
	Labourer	\$5.77 (\$5.44)
	Electrician	\$8.18 (\$7.71)
Shift Premium:	0-28¢-30¢ (0-22¢-27¢).	
Sunday Premium:	85¢ (80¢) per hour.	
Paid Vacation:	16 days after 12 (13½) years, 17 days after 13½ (14) years, 18 days after 14 (14½) years, 20 days after 14½ (15) years, 21 days after 21 (22) years, 22 days after 23 (24) years, 23 days after 25 (26) years, 24 days after 27 (28) years and 25 days after 29 (30) years.	
Bereavement Leave:	Probationary employees are eligible for existing benefits (new).	
Birth or Adoption Leave (new):	1 day's paid leave.	
Health and Welfare:	<u>OHIP, Extended Health Care Plan and Semi-Private Hospitalization Plan</u> - Employer pays \$18 (\$15.50) per month for single coverage and \$35.75 (\$30.75) per month for family coverage.	
Retirement Compensation:	Benefit provides for 50% of 1 week's pay per year of service. Minimum benefit is \$145 (\$130) per year of continuous service.	
Meal Allowance:	\$4.00 (\$3.00) after 2 hours of unscheduled overtime.	

Monsanto Canada Limited at Woodbridge - Local 1438, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from July 1, 1978 to June 30, 1980, covering 330 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3½ months.

Wages:	Effective	<u>July 1 /78</u>	<u>Sept. 7/78</u>	<u>July 1/79</u>
	General Increases	50¢		45¢
	Inequity Adjustment		40¢ for Craftsman "AA" (new); 10¢ for Craftsman "A" and Leadhand	

	<u>July 1/78</u>	<u>Sept. 7/78</u>	<u>July 1/79</u>
Class "C" (includes Packer)	\$5.58 (\$5.08)		\$6.03
Craftsman "A" (includes Electrician)	\$7.47 (\$6.97)	\$7.57	\$8.02
Craftsman "AA" (Electrician/ Electronics) (new)	-	\$7.87	\$8.32
Shift Premium:	Effective July 1, 1978, 0-20¢-24¢ (0-19¢-23¢). Effective July 1, 1979, 0-21¢-25¢.		
Pay for Work on a Holiday:	Effective July 1, 1979, holiday pay plus double time (previously time and one-half).		
Paid Holidays:	Effective July 1, 1979, the remaining halves of the pre-Christmas shift and the pre-New Year's shift are added, for a total of 11 full (previously, 9 full and 2 half) days.		
Paid Vacation:	Effective July 1, 1978, 4 weeks after 11 (12) years' service. Effective July 1, 1979, 4 weeks after 10 years.		
Health and Welfare:	<u>Life Insurance</u> - Effective September 1, 1978, \$7,250 (\$7,000) coverage. Effective July 1, 1979, \$7,500.		
Pension Plan:	<u>Basic Benefit</u> - Effective July 1, 1979, \$7 (\$6) per month per year of service. <u>Current Retirees</u> - Effective July 1, 1979, current retirees receive a 5% upward adjustment in their pension benefit.		
Meal Allowance:	Effective July 1, 1978, \$3.15 (\$3.00). Effective July 1, 1979, \$3.25.		
Safety Shoe Allowance:	Effective September 1, 1978, employer contributes up to a maximum of \$25 (\$20) per year toward the cost of safety shoes.		
<u>Cooper Canada Ltd. at Toronto - Local 366, Potters (AFL-CIO/CLC) (plant and warehouse employees):</u> A 24-month renewal agreement effective from July 7, 1978 to July 6, 1980, covering 700 employees, settled with mediation assistance. Duration of negotiations - 5 months.			
Wages:	Effective	<u>July 7/78</u>	<u>July 7/79</u>
	<u>Non-incentive Hourly Rates</u>		
General Increases		32¢	35¢
Grade 1 (includes Bench Worker)		\$3.31-\$3.73 (\$2.99-\$3.41)	\$3.66-\$4.08
Carpenter III or Mechanic III		\$6.17-\$6.67 (\$5.85-\$6.35)	\$6.52-\$7.02

July 7/78

July 7/79

Incentive Hourly
Rates

General Increases:

Start & Base Rates	22¢	25¢
Bonus Schedule	10¢	10¢

Grade 1	\$3.12-\$3.33-\$4.18 (\$2.90-\$3.11-\$3.86)	\$3.34-\$3.58-\$4.53
---------	--	----------------------

Grade 11	\$4.96-\$5.56-\$7.19 (\$4.74-\$5.34-\$6.87)	\$5.18-\$5.81-\$7.54
----------	--	----------------------

Rates shown are, in order, Start Rate, Base Rate and Base Rate plus bonus add-on at the 100% performance level.

Paid Holidays: Half days on December 24 and 31 are changed to full days, for a total of 11 days.

Paid Vacation: Effective in the first contract year, 3 weeks after 7 (9) years. Effective in the second contract year, 5 weeks (new) after 20 years.

Bereavement Leave: Entitlement to 3 days' paid leave no longer requires attendance at funeral.

Safety Shoe Allowance: Employer contributes \$15 (\$10) per year.

MINES

Griffith Mine, Pickands Mather & Co. at Bruce Lake - Local 7020, Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from September 1, 1978 to September 1, 1981, covering 400 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	<u>Effective</u>	<u>Sept. 1/78</u>	<u>Sept. 1/79</u>
General Increases		25¢	20¢
COLA Fold-in		70¢	20-cent COLA fold-in is guaranteed
Job Class 2 (General Labour)		\$7.525 (\$6.575)	\$7.925
Job Class 18 (includes Electrician)		\$9.445 (\$8.495)	\$9.845
	<u>Effective</u>	<u>Sept. 1/80</u>	<u>Mar. 1/81</u>
General Increases		15¢	
Job Class Increment			12½¢ (12¢)

	<u>Sept. 1/80</u>	<u>Mar. 1/81</u>
COLA Fold-in	20-cent COLA fold-in is guaranteed	
Job Class 2 (General Labour)	\$8.275	\$8.28
Job Class 18 (includes Electrician)	\$10.195	\$10.28

Probationary period is 50 (60) shifts or 400 (480) hours worked.

Skilled Service Bonus (new): Effective November 27, 1978, employer contributes 20¢ per hour towards a fund with a first pay-out in December 1979. Provision will terminate at the end of the contract, unless it is renegotiated. It applies to non-probationary employees only.

Cost of Living Allowance: 25-cent COLA float was generated during the previous agreement. 10¢ of this is being diverted into the Skilled Service Bonus Fund. 15¢ continues to float.

Effective September 1, 1978, 1¢ for each 0.3 (0.35) increase in the Consumer Price Index, where 1971 (1961) equals 100, above the July 1978 base. To be adjusted quarterly. Effective September 1, 1979 and September 1, 1980, a guaranteed COLA allowance of 20¢ will be folded into the wage rates.

Shift Premium: Effective September 1, 1979, 0-17¢-25¢ (0-15¢-20¢).

Sunday Premium: Effective September 1, 1979, 85¢ (75¢) per hour.

Paid Vacation: Effective January 1, 1981, 5 weeks (new) after 15 years.

Vacation Bonus: Effective January 1, 1981, \$30 (\$15) per week for each week of vacation scheduled during non-prime vacation periods and \$15 (new) per week for the fourth and fifth week of vacation.

Bereavement Leave: Effective September 1, 1980, up to 5 (3) days' paid leave for the death of a spouse or child.

Health and Welfare: Life Insurance and A.D. & D. - Effective September 1, 1980, \$10,000 (\$9,000).

Dependent Life Insurance (new) - Effective September 1, 1979, employer pays 100% of the cost for a plan which provides a benefit of \$750 for spouse and children.

Dental Plan - Effective September 1, 1978, coverage is based on the 1978 (1975) Ontario Dental Association schedule of fees.

Pension Plan: Basic Plan - Effective September 1, 1980, \$10 (\$8) per month per year of service after December 31, 1974.

Total Disability Pension - Effective September 1, 1980, \$250 (\$200) per month.

Tool Allowance: Effective September 1, 1980, \$25 to a maximum of \$45 per year. (Previously, \$15 to a maximum of \$35 per year.)

TRANSPORTATION

Air Canada, system-wide - Air Line Pilots (Ind.): A 12-month renewal agreement effective from December 1, 1977 to November 30, 1978, covering 1,500 employees, settled with mediation assistance. Duration of negotiations - 11 months.

Effective December 1, 1977, 5.3% increase in total compensation. At present, details are unavailable.

Air Canada, system-wide - Local 148, Machinists (AFL-CIO/CLC) (maintenance, customer service and purchasing & supply branches): A 24-month renewal agreement effective from April 3, 1978 to March 30, 1980, covering 7,245 employees, settled during a work stoppage. Duration of negotiations - 9 months.

Wages:

Effective	<u>Apr. 3/78</u>	<u>Jan. 1/79</u>	<u>Apr. 2/79</u>
General Increases	6%	2%	8.5%

Weekly Rates

Maintenance Branch

Janitor 2	\$251.00 (\$236.79)	\$256.00	\$277.78
Mechanic 4	\$376.78 (\$355.45)	\$384.32	\$416.99
Aircraft Inspector	\$435.49 (\$410.84)	\$444.20	\$481.96

Customer Service Branch

Station Attendant 1-5	\$224.89-\$296.73 (\$212.16-\$279.93)	\$229.39-\$302.66	\$248.89-\$328.39
Station Agent II 2	\$355.48 (\$335.36)	\$362.59	\$393.41

Purchasing & Supply
Branch

Storeman 1-5	\$224.89-\$296.73 (\$212.16-\$279.93)	\$229.39-\$302.66	\$248.89-\$328.39
Senior Lead Storeman	\$353.10 (\$333.11)	\$360.16	\$390.77

Previous rates reflect an AIB rollback.

Overtime Bank (new): Effective January 1, 1979, maximum of 24 hours per pay period may be accumulated. All credits will be cleared at the end of the year in which they were accumulated.

Health and
Welfare:

Life Insurance - Effective January 1, 1979, employer pays 100% of premiums for up to \$40,000 coverage. Premiums for coverage in excess of \$40,000 will be shared on a 50/50 basis. Coverage equals 250% of basic annual salary, to a maximum coverage of \$50,000. (Previously, employer paid 100% of premiums for the first \$25,000 coverage and 50% of premiums for an additional \$15,000 coverage.)

Supplementary Health Insurance - Effective January 1, 1979, employer pays 100% of premiums. Maximum aggregate benefit is \$20,000 (\$10,000). (Previously, employer paid 50% of premiums for employees covered under Plan I and an equivalent amount for those covered under the Supplementary Plan.)

Dental Plan (new) - Effective April 1, 1979, employer pays 100% of premiums.

Per Diem
Travel
Allowance:

Effective January 1, 1979, employer pays actual hotel expenses, plus \$20 (\$18) for each full day and \$10 (\$9) per half day.

CP Air, system-wide - Lodge 764, Machinists (AFL-CIO/CLC) (air transportation, field maintenance and shop and stores employees): A 24-month renewal agreement effective from June 5, 1978 to May 31, 1980, covering 1,750 employees, settled at the conciliation officer stage. Duration of negotiations - 7 months.

Wages:	Effective	June 5/78	June 4/79
General Increases		8%	8.5%
<u>Monthly Rates</u>			
Maintenance Clerk 1		\$711.14-\$802.73 (\$658.46-\$743.27)	\$771.58-\$870.96
Helper		\$1,179.81 (\$1,092.42)	\$1,280.10
Mechanic		\$1,455.70-\$1,683.19 (\$1,347.87-\$1,558.51)	\$1,579.43-\$1,826.10
Aircraft Inspector		\$1,944.42 (\$1,800.39)	\$2,109.70

Shift Premium: Regular Shift - 0-29¢-36¢ (0-27¢-34¢). Effective June 4, 1979, 0-31¢-38¢.

Irregular Shift - 40¢ (38¢) per hour. Effective June 4, 1979, 42¢ per hour.

Upper Lakes Shipping Ltd., operating in the Great Lakes, St. Lawrence and coastal area - Local 401, Railway, Transport and General Workers (CLC) (uncertificated personnel): A 12-month renewal agreement effective from April 1, 1978 to March 31, 1979, covering 525 employees, settled at the conciliation officer stage. Duration of negotiations - 9 months.

TRANSPORTATION

Air Canada, system-wide - Air Line Pilots (Ind.): A 12-month renewal agreement effective from December 1, 1977 to November 30, 1978, covering 1,500 employees, settled with mediation assistance. Duration of negotiations - 11 months.

Effective December 1, 1977, 5.3% increase in total compensation. At present, details are unavailable.

Air Canada, system-wide - Local 148, Machinists (AFL-CIO/CLC) (maintenance, customer service and purchasing & supply branches): A 24-month renewal agreement effective from April 3, 1978 to March 30, 1980, covering 7,245 employees, settled during a work stoppage. Duration of negotiations - 9 months.

Wages:

Effective	<u>Apr. 3/78</u>	<u>Jan. 1/79</u>	<u>Apr. 2/79</u>
General Increases	6%	2%	8.5%

Weekly Rates

Maintenance Branch

Janitor 2	\$251.00 (\$236.79)	\$256.00	\$277.78
Mechanic 4	\$376.78 (\$355.45)	\$384.32	\$416.99
Aircraft Inspector	\$435.49 (\$410.84)	\$444.20	\$481.96

Customer Service Branch

Station Attendant 1-5	\$224.89-\$296.73 (\$212.16-\$279.93)	\$229.39-\$302.66	\$248.89-\$328.39
Station Agent II 2	\$355.48 (\$335.36)	\$362.59	\$393.41

Purchasing & Supply Branch

Storeman 1-5	\$224.89-\$296.73 (\$212.16-\$279.93)	\$229.39-\$302.66	\$248.89-\$328.39
Senior Lead Storeman	\$353.10 (\$333.11)	\$360.16	\$390.77

Previous rates reflect an AIB rollback.

Overtime Bank (new): Effective January 1, 1979, maximum of 24 hours per pay period may be accumulated. All credits will be cleared at the end of the year in which they were accumulated.

Health and
Welfare:

Life Insurance - Effective January 1, 1979, employer pays 100% of premiums for up to \$40,000 coverage. Premiums for coverage in excess of \$40,000 will be shared on a 50/50 basis. Coverage equals 250% of basic annual salary, to a maximum coverage of \$50,000. (Previously, employer paid 100% of premiums for the first \$25,000 coverage and 50% of premiums for an additional \$15,000 coverage.)

Supplementary Health Insurance - Effective January 1, 1979, employer pays 100% of premiums. Maximum aggregate benefit is \$20,000 (\$10,000). (Previously, employer paid 50% of premiums for employees covered under Plan I and an equivalent amount for those covered under the Supplementary Plan.)

Dental Plan (new) - Effective April 1, 1979, employer pays 100% of premiums.

Per Diem
Travel
Allowance:

Effective January 1, 1979, employer pays actual hotel expenses, plus \$20 (\$18) for each full day and \$10 (\$9) per half day.

CP Air, system-wide - Lodge 764, Machinists (AFL-CIO/CLC) (air transportation, field maintenance and shop and stores employees): A 24-month renewal agreement effective from June 5, 1978 to May 31, 1980, covering 1,750 employees, settled at the conciliation officer stage. Duration of negotiations - 7 months.

Wages:	Effective	June 5/78	June 4/79
General Increases		8%	8.5%
<u>Monthly Rates</u>			
Maintenance Clerk 1		\$711.14-\$802.73 (\$658.46-\$743.27)	\$771.58-\$870.96
Helper		\$1,179.81 (\$1,092.42)	\$1,280.10
Mechanic		\$1,455.70-\$1,683.19 (\$1,347.87-\$1,558.51)	\$1,579.43-\$1,826.20
Aircraft Inspector		\$1,944.42 (\$1,800.39)	\$2,109.70

Shift Premium: Regular Shift - 0-29¢-36¢ (0-27¢-34¢). Effective June 4, 1979, 0-31¢-38¢.

Irregular Shift - 40¢ (38¢) per hour. Effective June 4, 1979, 42¢ per hour.

Upper Lakes Shipping Ltd., operating in the Great Lakes, St. Lawrence and coastal area - Local 401, Railway, Transport and General Workers (CLC) (uncertificated personnel): A 12-month renewal agreement effective from April 1, 1978 to March 31, 1979, covering 525 employees, settled at the conciliation officer stage. Duration of negotiations - 9 months.

Wages:	Effective	Apr. 1/78
	General Increase	8.8%
	Deckhand	\$4.31 (\$3.96)
	Chief Cook	\$5.91 (\$5.43)
Service Bonus:	\$150 after 2 full seasons, \$250 after 3 full seasons and \$400 after 8 full seasons. (Previously, \$100 after 1 full season, \$200 after 3 full seasons and \$300 after 9 full seasons.)	
Bonus Pay for Employees on Self-Unloaders:	\$30 (\$27) maximum per month, at a maximum rate of \$1 (90¢) per day.	
Transportation Allowance for Fit-outs:	15¢ per mile (unchanged) between the employee's home and vessel, with a minimum of \$15 (unchanged) and a maximum of \$160 (\$150).	
Employee Service Fund:	Employer pays 50¢ (40¢) per job payroll day to the Union.	
Short Hand Pay:	No longer applies if responsibility for personnel shortage is attributed to an employee. (Previously, no exclusions.)	

This agreement is subject to approval by the Anti-Inflation Board.

Mississauga City Corporation, Transit Department - Local 1572, Transit Union (AFL-CIO/CLC) (line bus drivers, garage maintenance and service employees): A 24-month renewal agreement effective from July 1, 1978 to June 30, 1980, covering 245 employees, settled at the post mediation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	July 1/78	Jan. 1/79
	General Increases	40¢	15¢
	Additional Adjustment	7¢ for Licensed Mechanic; 2¢ for Operator	
	General Serviceman	\$6.33 (\$5.93)	\$6.48
	Operator	\$7.85 (\$7.43)	\$8.00
	Licensed Mechanic/Bodyman	\$8.40 (\$7.93)	\$8.55
	Effective	July 1/79	Jan. 1/80
	General Increases	35¢	30¢
	General Serviceman	\$6.83	\$7.13

	<u>July 1/79</u>	<u>Jan. 1/80</u>
Operator	\$8.35	\$8.65
Licensed Mechanic/Bodyman	\$8.90	\$9.20
Shift Premium:	0-25¢-25¢ (0-20¢-20¢) for Garage employees.	
Paid Holidays:	Effective January 1, 1979, 1 floating day is added, for a total of 11 (10) days.	
Health and Welfare:	<u>Weekly Indemnity Plan</u> - Effective October 1, 1978, benefit increases to \$195 (\$180) per week.	
	<u>Dental Plan (new)</u> - Effective October 1, 1978, employer pays 100% of cost of preventive care plan. Payments are based on the 1978 Ontario Dental Association schedule of fees.	
Safety Shoe Allowance:	Employer pays 100% for 1 pair of safety boots or shoes per year for all employees. (Previously, 50%, for garage employees only.)	
Tool Allowance:	\$2.50 (\$1.50) per week for Mechanics. Effective July 1, 1979, \$3.50 per week.	

COMMUNICATION

Northern Telephone Limited, province-wide - Local C-6, Communications Workers of Canada (CLC): A 24-month renewal agreement effective from February 1, 1978 to January 31, 1980, covering 230 employees, settled during a work stoppage. Duration of negotiations - 9½ months.

Wages:	<u>Effective</u>	<u>Feb. 1/78</u>	<u>Sept. 26/78</u>	<u>Feb. 4/79</u>
	Increases	\$1.50 per week	7.0%-7.4%	2.5%-2.7%
	Clerk 2	\$130.25-\$158.50 (\$128.75-\$157.00)	\$139.75-\$170.25	\$143.50-\$174.00
	Plant Step 3 (Labourer)	\$176.50 (\$175.00)	\$189.00	\$193.75
	Plant Class I (includes Cable Splicer)	\$291.50 (\$290.00)	\$312.00	\$320.00
	Effective	<u>May 6/79</u>	<u>Oct. 28/79</u>	
	Increases	4.4%-4.6%	1.8%-1.9%	
	Clerk 2	\$150.00-\$182.75	\$152.75-\$186.25	
	Plant Step 3 (Labourer)	\$202.25	\$206.00	
	Plant Class I (includes Cable Splicer)	\$334.00	\$340.00	

Probationary period is 3 calendar months. Maximum rates for Clerk 2 are reached after six 6-month increases.

Shift Premium: Effective September 26, 1978 for clerical employees, 75¢ (50¢) per shift for less than 2 hours worked in the off-normal period, \$1.25 (\$1.00) for 2 but less than 4 such hours, \$2.00 (\$1.50) for 4 but less than 6 such hours and \$2.25 (\$1.75) for 6 or more such hours.

Paid Vacation: Effective in the 1979 vacation year, 4 weeks after 14 (15) years' service and 5 weeks after 24 (25) years.

Bereavement Leave: Effective immediately, the 3 days' paid leave for a death in the immediate family may be extended by the employer to up to 1 week when the employee must leave the town in which he is employed to attend the funeral (new).

Health and Welfare: Weekly Indemnity Plan - Effective September 26, 1978, benefits for sickness begin on the second day for employees with 3 months' but less than 5 years' service. (Previously, on the third day for 3 months' to 2 years' service, and on the second day for 2 to 5 years' service.)

RETAIL TRADE

Dominion Stores Limited at various centres in northern Ontario - Various Locals, Retail, Wholesale and Department Store Union (AFL-CIO/CLC) (full and part-time retail employees): Two 19½-month renewal agreements effective from October 1, 1978 to May 13, 1980, covering a total of 800 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

New provisions including wage rates and increases are similar to the "Ontario master agreement" reported below except that the wage schedule in the first year of the agreement for new part-time employees will be offset by 15¢ rather than 5¢. All wage increases are retroactive to May 14, 1978.

Dominion Stores Limited at Toronto and various other centres throughout southern Ontario* - Local 414, Retail, Wholesale and Department Store Union (AFL-CIO/CLC) (full and part-time employees): A 21-month renewal agreement effective from September 18, 1978 to June 21, 1980, covering 10,300 employees, settled with mediation assistance. Duration of negotiations - 7 months.

*By custom, the terms of this "Ontario master agreement" are generally extended to cover Dominion employees with Local 465 in Hull and Pointe Gatineau, Quebec.

Wages:	Effective	<u>June 22/78</u>	<u>Sept. 24/78</u>	<u>June 24/79</u>
		(39 hours/week)	(38 hours/week)	

Increases:

Full-time Employees

Existing	\$25/week	\$25/week
New Hires	see note	see note

June 22/78

Sept. 24/78

June 24/79

Part-time Employees

Existing
New Hires

55¢/hour
see note

50¢/hour
see note

Maximum Hourly Rates
(Full-time)

Clerk "A"
(30 months)

\$7.09
(\$6.45)

\$7.27

\$7.93

Meat Cutter
(12 months)

\$8.19
(\$7.55)

\$8.41

\$9.06

NOTE: Wage increases shown above are prorated from 50% at the start rate to 100% at the top rate of each classification for Clerks A and B, Porters and part-time employees hired after ratification. The resulting first year schedule for new part-time employees will be further modified by applying a 5-cent per hour reduction at each step.

Cost of Living
Provision:

Deleted. The provision under the previous agreement was disallowed following review by the Anti-Inflation Board.

Hours of Work
(Full-time):

Effective September 24, 1978, 38 (39) hours per week.

Meal and Rest
Period
(Part-time):

One paid, 15-minute rest period after 4 hours. One 30-minute rest period, with pay for 15 minutes, after 5 hours.

Two paid, 15-minute rest periods plus a 30-minute unpaid lunch period after 7 hours. (Previously, a 30-minute unpaid lunch period after 5 hours and a paid 15-minute rest period each 4 hours.)

Paid Vacation
(Full-time):

Effective in 1979, 5 weeks after 17 (18) years. Effective in 1980 5 weeks after 16 years.

Bereavement
Leave:

This provision now applies to part-time employees temporarily replacing a full-time employee absent due to disability or vacation (new).

Paid Sick
Leave
(Full-time):

75% (100%) of regular wages, for a maximum of 3 days per occurrence

Pregnancy
Leave
(Full-time):

Insurance Benefits - Will be reinstated immediately upon return to work if the employee maintains payment of premiums during the period of leave (new).

Seniority - Accumulates during the first pregnancy leave (new); retained for second and subsequent pregnancy leaves. (Previously, retention of seniority, only, during all such leaves.)

Job Protection
(Full-time):

The employer agrees to discuss with the Union alternate employment for any employee hired on or before June 21, 1978 (June 21, 1976) and subsequently subjected to lay-off due to a department or store closing, reduction in business, improved methods, or a change in type of business.

Minimum Schedule of Work (new) (Part-time): Provided there is sufficient work required, the employer will schedule a minimum of 20 hours per week for every employee with 5 or more years of service. If there is not sufficient work available, allocation will be made on the basis of seniority. Employees with less than 5 years of service will be scheduled for any remaining available hours according to seniority and ability.

Retention of Seniority During Lay-off (Full-time): 9 (6) months.

Retraining of the Disabled (new) (Full-time): Up to 3 months of training with pay for employees unable to perform their regular job following release from Workmen's Compensation.

Pension Plan: Basic Benefit - Effective January 1, 1979, future service benefit is \$18 per month per year of service. (Previously, for each year of eligible service, 1.225% of annual earnings up to the Government Earnings Ceiling plus 1.75% of annual earnings in excess of the Government Earnings Ceiling.

Early Retirement - Effective January 1, 1979, voluntary early retirement without actuarial reduction is permitted at age 55 after 30 years' service (new).

Mileage Allowance: 15¢ (12¢) per mile for temporary out-of-town transfers.

Travel Allowance: Hotel cost, plus \$10 (\$7) per day for meals for temporary out-of-town transfers.

Dominion Stores Limited at Toronto - Local 414, Retail, Wholesale and Department Store Union (AFL-CIO/CLC) (warehouse employees and truck drivers, full and part-time): A 21-month renewal agreement effective from September 24, 1978 to June 20, 1980, covering 950 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>June 21/78</u>	<u>June 24/79</u>
	Increases:		
	<u>Full-time Employees</u>		
	Existing	\$25/week	\$25/week
	New Hires	see note	see note
	<u>Part-time Employees</u>		
	Existing	35¢ per hour	35¢ per hour
	New Hires	see note	see note
	<u>Maximum Weekly Rates (Full-time)</u>		
	"A" Cleaner (6 months)	\$298.50 (\$273.50)	\$323.50

	<u>June 21/78</u>	<u>June 24/79</u>
Warehouseman (18 months)	\$345.00 (\$320.00)	\$370.00
Electrician (6 months)	\$366.00 (\$341.00)	\$391.00

NOTE: Wage increases shown above will be prorated from 50% for start rates to 100% for top rates for all Warehousemen, "A" Cleaners, "B" Cleaners, Packers and part-time employees hired after ratification.

Cost of Living Provision: Deleted. The provision under the previous agreement was disallowed following review by the Anti-Inflation Board.

Hours of Work (Full-time): Effective September 24, 1978, 38 3/4 (40) hours per week. Effective June 24, 1979, 38 hours per week.

Additional Changes: Not available at this time.

Loblaws Limited at various centres and Westfair Foods Ltd. in Thunder Bay
Canadian Retail Employees (CLC) (full and part-time employees):
 Two 24-month renewal agreements effective from May 1, 1978 to April 30, 1980, covering a total of 6,000 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 8 months.

Wages: Effective May 1/78 Sept. 24/78 Apr. 30/79
 (39 hours/week) (38 hours/week)

Increases:

Full-time Employees

Existing	65¢	65¢
New Hires	see note	see note

Part-time Employees

Existing	55¢	55¢
New Hires	see note	see note

Maximum Hourly Rates
 (Full-time)

Cashier (18 months)	\$6.727 (\$6.077)	\$6.90	\$7.55
Meat Cutter (30 months)	\$7.867 (\$7.217)	\$8.07	\$8.72

NOTE: Employees on staff prior to ratification of this agreement, and on one of several wage schedules established under previous agreements, receive the general increase. Employees hired after September 4, 1978 will be placed on a new schedule determined by increasing the previous lowest schedule by amounts ranging from half of the increases on the start rates to the full increases at the top. Top rates for all schedules are identical.

Cost of Living Allowance:	Quarterly adjustments of 1¢ per 0.5 point change in the Consumer Price Index - 1971=100, using April 1978 as the base. Capped at 15¢ per year. 13¢ generated during the first quarter will be paid as a float, effective September 24, 1978. (The allowance generated under the previous formula, which included trigger points of 8% the first year and 6% the second year, was disallowed by the Anti-Inflation Board.)
Hours of Work (Full-time):	Effective September 24, 1978, 38 (39) hours per week.
Overtime Pay:	Double time for all hours worked after 10:30 p.m. on any night. (Previously, on Saturdays only.)
Overtime Pay (Part-time):	Time and one-half for work in excess of 24 hours per week due to emergency circumstances (new).
Night Shift Premium:	65¢ (50¢) per hour.
Night Crew Chief Premium (new):	23¢ per hour, plus night shift premium.
Lead Hand Baker (Days) Premium (new):	30¢ per hour.
Relief Premium:	90¢ (75¢) per hour when an employee relieves the Store Manager or Bakery Manager.
Premium for Excess Work (Part-time):	30¢ (20¢) per hour for any work in excess of 24 hours per week.
Premium for Work After 6 p.m. (new) (Part-time):	60¢ per hour for the portion of a shift extending beyond 6 p.m., provided the shift scheduled is 6 hours or more in duration and the employee works over 24 hours per week.
Paid Holidays (Full-time):	Currently 10 days (unchanged). Any new day or days declared as a legal holiday by Government statute will be added (new). If a holiday falls on a Sunday, it will be observed on the next work-day (new).
Holiday Pay (Part-time):	Effective retroactively for 1978, Civic Holiday is added, for a total of 9 days. Minimum pay-out per eligible holiday is 6 (5) hours' pay.
Paid Vacation (Full-time):	Effective in 1978, 5 weeks after 17 (18) years. Effective in 1979, 5 weeks after 16 years and 7 weeks (new) after 30 years.
Vacation Pay (Part-time):	Effective in 1978, 4% of previous year's earnings for employees with less than 6 years of service and 6% for employees with 6 or more years of service. (Previously, 4%, regardless of length of service.)
Bereavement Leave (Full-time):	1 day's paid leave for daughter-in-law and son-in-law (new).

Jury Duty and Court Witness Pay:	Any employee subpoenaed as a witness on behalf of the Company or the Crown (previously, the Company only) is entitled to the difference between the court fee and a normal day's pay. The existing jury duty provision, including this new clause, now applies to part-time employees (new).
Health and Welfare:	<u>Life Insurance</u> - \$17,500 (\$15,000) coverage for all full-time employees. <u>Weekly Indemnity</u> - Claims of up to 4 weeks may be validated on the basis of assessment of a licensed podiatrist or oral surgeon (new). Applies to all full-time employees. <u>OHIP (Part-time Employees) (new)</u> - Eligible employees with 3 years of continuous service and a minimum of 300 hours worked in the past year will have 50% of the cost of single coverage reimbursed by the employer. <u>Chiropractic Coverage (new)</u> - Provides for 5 visits beyond coverage included under OHIP. Applies to all full-time employees.
Cleaning Allowance (new):	\$60 for full-time employees and \$30 for part-time employees in designated departments. Payable by December 31 each year and retroactive to 1977. Provision also provides for up to 3 uniforms per year for full-time employees.
Meal Allowance:	\$2.50 (\$2), applicable to inter-community temporary transfers. If required to stay overnight, \$2 (\$1.50) for breakfast, \$3 (\$2) for lunch and \$6 (\$4) for supper.
Mileage Allowance:	21c (18c) per mile with a minimum pay-out of \$2.50 (\$2) in the event an employee is temporarily transferred to another store or required to use his auto for errands.
Sick Pay Allowance:	100% of basic wage, up to a maximum of 12 days per year. (Previously, maximum of 9 days per year at 65% of basic wage for employees with less than 5 years of service and 85% of basic wage for employees with 5 or more years' service.)
Penalty Clause/ Jurisdiction of Work:	Should non-bargaining unit members perform work in violation of the agreement, the employer is to pay the Union \$50 (\$25). The penalty is \$100 (\$25) for violations by a sales representative.
Penalty Clause/ Excess Hours of Work:	The employer is to pay the Union \$50 (\$25) should a part-time employee work in excess of 24 hours per week without concurrence of the Union.
<u>Miracle Food Mart (Division of Steinberg Inc.) at various centres - Locals 175 and 633, Foodworkers (AFL-CIO/CLC) (retail food employees, full and part-time):</u> A 24-month renewal agreement effective from June 22, 1978 to June 21, 1980, covering 5,000 employees, settled with mediation assistance. Duration of negotiations - 7 months.	
Rollback/ Previous Agreement:	The Anti-Inflation Board limited the total compensatory increase to 8% for the first year and 6% for the second year, and the cost of living allowance was disallowed. Wage rates shown in brackets below reflect the resulting downward adjustments.

Wages:	Effective	<u>June 26/78</u>	<u>Sept. 4/78</u>	<u>June 25/79</u>
--------	-----------	-------------------	-------------------	-------------------

Increases:

Full-time Employees

Existing	\$25/week		\$25/week
New Hires	see note		see note

Part-time Employees

Existing	55¢/hour		50¢/hour
New Hires	see note		see note

Adjustment

(Meat Department)		\$5 per week
-------------------	--	--------------

Maximum Weekly Rates

(38 hours per week,
unchanged)

Service Clerk (12 months)	\$270.54 (\$245.54)		\$295.54
------------------------------	------------------------	--	----------

Production Clerk (27 months)	\$292.54 (\$267.54)		\$317.54
---------------------------------	------------------------	--	----------

Meat Cutter (30 months)	\$316.54 (\$291.54)	\$321.54	\$346.54
----------------------------	------------------------	----------	----------

NOTE: Employees on staff prior to ratification of this agreement, and on one of several wage schedules established under previous agreements, receive the general increase. Employees hired after September 4, 1978, will be placed on a new schedule determined by increasing the previous lowest schedule by amounts ranging from half of the increases on the start rates to the full increases at the top. Top rates for all schedules are identical.

Cost of Living Provision:	Deleted.
------------------------------	----------

Night Shift Premium:	65¢ (50¢) per hour.
-------------------------	---------------------

Department Managers' Premiums:	<u>Meat Department</u> - Group 1, base rate; Group 2, base rate plus \$15 per week; Group 3, base rate plus \$25 per week.
--------------------------------------	--

Produce and Grocery Departments - Group 1, base rate plus \$5 per week; Group 2, base rate plus \$20 per week; Group 3, base rate plus \$30 per week.

(Previously, all Departments - Group 1, base rate; Group 2, base rate plus \$15 per week; Group 3, base rate plus \$25 per week.)

Christmas Bonus:	For part-time employees, \$10 after 6 months of service, \$20 after 1 year of service, \$40 after 3 (5) years of service and \$50 (new) after 5 or more years of service. (No change in the provision for full-time employees.)
---------------------	---

Paid Holidays (Full-time): Heritage Day, if proclaimed as a statutory holiday by the Government, is added, for a total of 11 days.

Holiday Pay (Part-time): Heritage Day, if proclaimed as a statutory holiday by the Government, is added, for a total of 10 days. Employees with 5 or more years' service are guaranteed a minimum of 6 hours' pay per holiday (new).

Paid Vacation: For full-time employees, effective May 1, 1979, 5 weeks after 17 (18) years. Effective May 1, 1980, 5 weeks after 16 years. (No change in the provision for part-time employees which is based on a percentage of earnings.)

Bereavement Leave: For part-time employees with 12 months' seniority, pay for hours scheduled on the day of the funeral of a member of the immediate family (new).

Health and Welfare: Optical Benefit (new) - \$200 for major disabilities. Otherwise, \$50 every 2 years on an 80%/20% co-insurance basis. For full-time employees this benefit is to be added to the existing Major Medical Plan September 2, 1978. For part-time employees this benefit, with a deductible of \$10, becomes effective February 2, 1979. To be eligible, part-time employees must have 5 years of service and have worked a minimum of 800 hours in the previous year. Employer pays 100% of premium costs.

Pension Plan: A new plan, now in the development stage, is to be instituted for full-time and part-time employees January 1, 1979. Application of earned benefits under the existing plan for full-time employees will be determined at a later date.

Mileage Allowance: 21¢ (18¢) per mile for any extra miles to work as the result of being transferred to another store temporarily.

Job Security: No full-time employee on the payroll as of August 29, 1978 will be laid off due to a reduction of workload (new).

Work Guarantee (Part-time): Minimum of 15 hours per week after 1 year of seniority and 20 hours after 3 years (both unchanged). Minimum of 22 hours (new) after 5 years.

Thunder Bay Grocery Stores - Local 409, Retail Clerks (AFL-CIO/CLC): Three 23-month renewal agreement covering a total of 484 employees at Canada Safeway, Dominion Stores Limited and Econo-Mart. Effective September 25, 1978 to August 31, 1980 and settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 25/78</u>	<u>Apr. 30/79</u>
Increases		65¢ for full-time empls; 55¢ for part-time empls.	53¢ for full-time empls; 43¢ for part-time empls.
Additional Adjustment		10¢ per hour for Head Cashier	
Clerk "A"		\$5.01-\$7.30 (\$4.36-\$6.65)	\$5.54-\$7.83
Cutter		\$5.75-\$8.75 (\$5.10-\$8.10)	\$6.28-\$9.28

Probationary period is 30 calendar days. Maximum rate for Clerk "A" is reached after two 3-month and three 6-month increases. Maximum rate for Cutter is reached after four 6-month and one 12-month increases.

Night Shift Premium: 50¢ (40¢) per hour.

Night Stocking Lead Hand Premium: 30¢ (25¢) per hour.

Paid Vacation: Effective in the second year, 4 weeks after 8 (9) years of service.

Health and Welfare: Dental Plan - Effective May 1, 1979, employer contributes 7¢ (6¢) per regular hour worked.

EDUCATION AND RELATED SERVICES

Durham Board of Education - Local 218, Canadian Union of Public Employees (CLC)
(caretaking and maintenance empls., cafeteria staff and bus drivers): A 12-month renewal agreement effective from April 1, 1978 to March 31, 1979, covering 350 employees, settled with mediation assistance. Duration of negotiations - 7 months.

Wages:	Effective	<u>Apr. 1/78</u>
	General Increase	25¢*
	Cafeteria Assistant	\$4.63 (\$4.38)
	Plumber	\$8.13 (\$7.88)

*Note: Increase is subject to approval by the Anti-Inflation Board. 23¢ is payable immediately.

Shift Premium: 0-20¢-23¢ (0-18¢-20¢).

Security Check Premium: \$8.75 (\$8.50) per check.

Paid Vacation: 5 weeks after 21 (23) years of service.

Mileage Allowance: 20.625¢ (19.625¢) per mile for employees using their own cars.
23.625¢ (22.625¢) per mile for employees transporting Board equipment.

Durham Board of Education - Local 218, Canadian Union of Public Employees (CLC)
(office and clerical employees): A 12-month renewal agreement effective from July 1, 1978 to June 30, 1979, covering 202 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	July 1/78
	General Increase	30¢ per hour
	<u>Annual Rates</u>	
	Group 2 (includes Clerk-Typist)	\$7,644-\$9,992 (\$7,096-\$9,444)
	Group 6 (includes Chief Clerk)	\$10,101-\$12,904 (\$ 9,550-\$12,362)
	Probationary period is 70 working days. Maximum rates are reached after 3 annual increases.	
Shift Premium:	0-20¢-23¢ (0-15¢-20¢).	
Paid Vacation:	5 weeks after 21 (23) years of service.	
Health and Welfare:	Board pays 100% of benefits for 12 (10) months for employees with 10 months of service.	

Halton Roman Catholic Separate School Board - Halton Unit, Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective September 1, 1978 to August 31, 1980, covering 303 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/78</u>	<u>Sept. 1/79</u>
	Increases	6%, on the average	5.9%, on the average
	Teacher - Level 1 0 - 5 years	\$9,704-\$13,544 (\$8,995-\$12,690)	\$10,442-\$14,437
	Teacher - Level 7 0 - 12 years	\$16,220-\$27,404 (\$15,260-\$26,024)	\$17,219-\$28,847
Responsibility Allowances:	<u>Vice-Principal</u> - \$3,000 (\$2,800) per year.		
	<u>Chairman</u> - \$2,450 (\$2,350) per year.		
Health and Welfare:	<u>Dental Plan</u> - Board pays 85% (75%) of cost of premiums.		

Hamilton City Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 1,370 employees, settled with mediation assistance. Duration of negotiations - 9 months.

Wages:	Effective	<u>Sept. 1/78</u>
	<u>Annual Rates</u>	
	Teacher, Level 1 0-6 years	\$9,425-\$14,161 (\$8,825-\$13,261)

Sept. 1/78

Teacher, Level 4	\$13,743-\$22,514
0-11 years	(\$12,593-\$21,064)

Teacher, Level 7	\$16,261-\$28,750
0-11 years	(\$15,111-\$26,903)

Principals

Category A	\$30,250-\$33,400
(16 or fewer teachers)	(\$28,400-\$31,400)
0-5 years	

Category B	\$33,250-\$34,650
(17 or more teachers)	(\$31,400-\$32,800)
0-2 years	

<u>Vice Principals</u>	\$28,200-\$29,600
0-2 years	(\$26,300-\$27,700)

<u>Supervisors of Curriculum & Instruction</u>	\$34,080-\$36,950
0-2 years	(\$32,230-\$35,100)

Health and Welfare:

Life Insurance - Coverage is 200% of annual salary, to a maximum of \$40,000. (Previously, option of \$10,000, \$20,000 or \$30,000 coverage.)

Lakehead Board of Education - Ontario Secondary School Teachers' Federation (Ind.):

A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 575 employees, settled with mediation assistance. Duration of negotiations - 9 months.

Wages:

Effective	<u>Sept. 1/78</u>
-----------	-------------------

General Increase	6%, on the grid
------------------	-----------------

Annual Rates

Teacher, Category 1	\$14,151-\$22,631
0-10 years	(\$13,350-\$21,350)

Teacher, Category 4	\$17,278-\$28,938
0-11 years	(\$16,300-\$27,300)

<u>Principal</u>	\$35,480-\$39,800
0-3 years	(\$34,080-\$38,400)

Cost of Living Allowance:

Using the Consumer Price Index for Thunder Bay, and the August 1978 Index as the base, calculations will be made monthly through to June 1979. An allowance will be paid on a one-for-one basis for any rise in the CPI beyond an 8% increase over the base. (Previous formula triggered at 6%, but was disallowed by the Anti-Inflation Board.)

Health and Welfare:

OHIP - Employer pays 90% of the 1978 premium rates (previously, 100% of the 1977 premium rates).

Dental Plan - Employer pays 80% (70%) of the premiums for comprehensive coverage. Payments are based on the 1977 Ontario Dental Association fee schedule.

Allowances: Night School Principal - \$3,000 (\$2,750).

Summer School Principal - \$3,000 (\$2,850).

Professional Development Fund: \$27,400 (\$22,400).

Lambton County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.):
Two 12-month renewal agreements to run consecutively from September 1, 1977 to August 31, 1978 and from September 1, 1978 to August 31, 1979, covering 700 employees, settled by arbitration. Duration of negotiations - 21 months.

Wages:	Effective	Sept. 1/77 (First Agreement)	Sept. 1/78 (Second Agreement)
	<u>Annual Rates</u>		
	Teacher, Category 1 0-5 years	\$8,800-\$13,100 (\$8,700-\$12,400)	\$9,800-\$14,000
	Teacher, Category 4 0-10 years; 0-11 years, Sept. 78	\$11,500-\$19,700 (\$11,200-\$18,700)	\$12,600-\$21,540
	Teacher, Category 7 0-12 years	\$13,800-\$24,900 (\$13,300-\$23,600)	\$15,300-\$27,440
	<u>Principal*</u>		
	Less than 9 rooms	\$21,600-\$27,400 (\$20,400-\$25,900)	\$22,770-\$28,770
	9 to 15 rooms	\$21,600-\$29,000 (\$20,400-\$27,400)	\$24,450-\$30,450
	More than 15 rooms	\$21,600-\$30,600 (\$20,400-\$28,900)	\$26,130-\$32,130

*An additional \$550 for holders of an M.Ed. (unchanged), provided that certain newly prescribed conditions are met.

Responsibility Allowance:	<u>Vice Principal</u> 0-3 years	\$600-\$1,600 (unchanged)	\$800-\$1,800
---------------------------	------------------------------------	------------------------------	---------------

Health and Welfare: OHIP, Major Medical, Drug and Dental Plans - Employer pays 75% (66 2/3%) of the premiums.

Life Insurance - Employer pays 100% of premium costs for the first \$25,000 of coverage and 50% of same for additional coverage to \$60,000, based on premium rates in effect August 31, 1978. (Previously, employer paid 66 2/3% of cost for coverage equal to 100% or 300% of annual salary, to a maximum of \$60,000.)

Although changes in the above premiums will be written into the first year agreement, no retroactive adjustments will be made.

Mark County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.):
A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 274 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

ges:	Effective	<u>Sept. 1/78</u>
	Increase	4.9%, on the average
	Teacher - Category D	\$9,280-\$12,850
	0-5 years	(\$8,870-\$12,250)
	Teacher - Category A4	\$15,370-\$28,270
	0-12 years	(\$14,770-\$27,180)
	<u>Principals</u>	
	Group 1	\$1,970-\$2,870 plus
	0-8 (18) instructional units	position on grid
	0-2 (4) years	(\$27,350-\$30,550)
	Group 2	\$30,130-\$32,650
	8-16 (over 18) instructional units	(\$28,880-\$32,000)
	0-3 (4) years	
	Group 3	\$31,680-\$34,200
	over 16 instructional units	
	0-3 years	

ademic
lowances: Master's degree - \$830 (\$760). Doctorate - \$1,140 (\$1,060).

responsibility
lowances: Co-ordinator of Learning Materials - \$3,580 (3,450)

Teacher-Consultant - \$2,420 (\$2,330)

Teacher-Diagnostician - \$2,100 (\$2,020)

Vice-Principal - Year 0 - \$1,970 (\$1,900)

1 - \$2,420 (\$2,330)

2 - \$2,870 (\$2,760)

Teacher-Designate - \$520 (\$500)

Health and
elfare: Life Insurance - Employer pays 90% (75%) of cost of premiums.

OHIP and Semi-Private Hospitalization Plan - Employer pays 90% (80%) of cost of premiums.

Retirement
atuity: Capped at \$10,000 (new) for teachers hired after September 1, 1978.

Mark County Board of Education - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 209 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	Sept. 1/78
	General Increase	5%
	Teacher - Category A1 0-11 years	\$12,010-\$22,490 (\$11,440-\$21,420)
	Teacher - Category A4 0-12 years	\$15,370-\$28,270 (\$14,640-\$26,920)
Academic Allowances:	Master's degree - \$830 (\$800). Doctorate - \$1,140 (\$1,100).	
Responsibility Allowances:	Minor Department Head - \$2,000 (\$1,930)	
	Assistant Director or Assistant Head - \$1,170 (\$1,130)	
	Teacher-Librarian - 1,000 or more students - \$1,040 (\$1,000) - less than 1,000 students - \$520 (\$500)	
	Teacher-Consultant - \$1,900 (\$1,840)	
Health and Welfare:	<u>Life Insurance</u> - Employer pays 90% (75%) of cost of premiums.	
Retirement Gratuity:	Capped at \$10,000 (new) for teachers hired after September 1, 1978.	

Lennox and Addington County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 262 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	Sept. 1/78
	Increase	\$545-\$1,135
	Teacher Category D 0-6 years	\$9,940-\$13,670 (\$9,395-\$12,995)
	Teacher Category A4 0-11 years	\$15,380-\$26,780 (\$14,645-\$25,645)
Responsibility Allowances:	<u>Principals With Degree</u>	
	1 to 6 teachers	\$840 (\$800)-\$2,835 (\$2,700)
	6 to 14 teachers	\$4,095 (\$3,900)-\$5,670 (\$5,400)
	14 or more teachers	\$5,250 (\$5,000)-\$6,825 (\$6,500)
	<u>Principals Without Degree</u>	
		\$840 (\$800)-\$3,990 (\$3,800)
	<u>Vice-Principals</u>	
	15 or more teachers	\$2,625 (\$2,500)

Metropolitan Separate School Board in Toronto - Ontario English Catholic Teachers'

Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 4,500 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages: Effective Sept. 1/78

Annual Rates

Teacher, Category D \$9,300-\$15,800
0-7 years (\$9,000-\$15,000)

Teacher, Category A1 \$13,100-\$22,500
0-10 years (\$12,400-\$20,900)

Teacher, Category A4 \$15,700-\$28,100
0-10 (11) years (\$14,700-\$25,800)

Principals

Less than 450 pupils \$28,150-\$33,150
0-5 years (\$26,000-\$30,600)

450 to 899 pupils \$30,050-\$35,050
0-5 years (\$27,500-\$32,100)

900 or more pupils \$31,950-\$36,950
and designated schools (\$29,000-\$33,600)
0-5 years

Extra Degree Allowance: \$700 (\$600).

Monthly Car Expense Allowance: \$70-\$145 (\$63-\$126), depending on type of teacher and number of schools visited.

Responsibility Allowances: Department Heads (Qualified)

Major - \$2,500 (\$2,300)
Minor - \$1,250 (\$1,150)

Niagara South Board of Education - Federation of Women Teachers' Associations of Ontario, Ontario Public School Men Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 950 teachers, settled with mediation assistance. Duration of negotiations - 9 months.

Wages: Effective Sept. 1/78

Annual Rates

Teacher, Category D \$9,650-\$13,400
0-5 years (\$8,984-\$12,429)

Teacher, Category A1 \$12,000-\$22,200
0-12 (13) years (\$11,475-\$20,776)

Teacher, Category A4 \$15,300-\$27,300
0-12 (13) years (\$14,125-\$25,149)

Cost of Living Provision:	Rendered inoperative during the previous agreement following review by the Anti-Inflation Board and deleted from this agreement.	
Responsibility Allowances:	<u>Principal</u> (increments of \$650 per year, unchanged)	
	1-120 students	\$1,900-\$4,500 (\$1,725-\$4,325)
	121-300 students	\$3,100-\$5,700 (\$2,900-\$5,500)
	301-450 students	\$4,200-\$6,800 (\$4,000-\$6,600)
	451 or more students	\$4,900-\$7,500 (\$4,650-\$7,250)
	<u>Vice Principal</u>	\$1,700-\$3,200 (\$1,560-\$3,025) with increments of \$500 (previously, \$500, \$490 and \$475) per year.
	<u>Consultants</u>	\$2,900-\$5,650 (\$2,764-\$5,579) with increments of \$550 (\$589) per year.
Education Development Fund:	\$25,000 (\$20,000) to be funded by the employer.	

North York Borough Board of Education - Local 1265, Canadian Union of Public Employees (CLC) (caretakers and matrons): A 24-month renewal agreement effective from January 1, 1978 to December 31, 1979, covering 830 employees, settled with mediation assistance. Duration of negotiations - 11 months.

Wages:	Effective	Jan. 1/78	Jan. 1/79
	General Increases	5.42%	6%
	Matron	\$5.25 (\$4.98)	\$5.57
	Caretaker	\$6.10-\$6.68 (\$5.79-\$6.34)	\$6.47-\$7.08
	Head Caretaker (secondary schools with 1,600 or more students)	\$7.87 (\$7.47)	\$8.34

Shift Premium: Effective July 1, 1978, 0-25¢-25¢ (0-24¢-24¢).

Paid Vacation: Effective in 1978, 4 weeks after 10 (13) years and 5 weeks after 19 (20) years.

Health and Welfare: Life Insurance - Employer pays 100% (75%) of premiums for the first \$25,000 of coverage and 75% (unchanged) for the balance of coverage, to a maximum of \$80,000 total coverage.

Recall Rights: 18 (12) months.

Oxford County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 515 employees, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Sept. 1/78</u>
	<u>Annual Rates</u>	
	Teacher, Category D	\$10,087-\$13,472
	0-6 years	(\$ 9,565-\$12,775)
	Teacher, Category A1	\$12,716-\$20,845
	0-11 years	(\$11,740-\$19,880)
	Teacher, Category A4	\$15,065-\$27,000
	0-11 years	(\$14,090-\$25,640)
	<u>Principal</u> (Separate grid; varies by qualifications)*	
	Category D	\$17,394-\$20,394
	0-4 years	(\$16,715-\$19,515)
	Category C	\$21,658-\$24,858
	0-4 years	(\$20,665-\$23,665)
	Category B	\$22,946-\$26,346
	0-4 years	(\$21,765-\$24,965)
	Category A	\$24,290-\$27,890
	0-4 years	(\$22,865-\$26,265)

*Salaries shown are exclusive of applicable responsibility allowances ranging from \$2,000 to \$4,910 per year (unchanged).

Special Education Allowances: Provision has been deleted. (Previously, \$350 to \$815 per year.)

Perth County Board of Education - District 22, Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 1/78</u>
	Increase	5.02%, on the average
	Teacher Category I	\$12,500-\$21,450
	0-11 years	(\$12,000-\$20,415)
	Teacher Category IV	\$15,000-\$27,300
	0-11 years	(\$14,395-\$25,940)

Health and Welfare: Life Insurance and Major Medical - Employer pays 80% (75%) of premium costs.

Education Allowance: \$600 (\$500) per year for teachers holding a completed post-graduate degree.

Responsibility Allowances: Shop and Commercial Director - \$2,350 (\$2,300) per year.

Department Head - \$2,250 (\$2,100) per year.

Assistant Department Head - \$1,100 (\$1,050) per year.

Assistant Director - \$1,100 (new) per year.

Minor Head - \$1,400 (\$1,200) per year.

Peterborough County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 540 employees, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages: Effective Sept. 1/78

 Increase 5%, on the average

Annual Rates

Teacher, Category 1 \$10,000-\$12,900
0-5 years (\$ 9,400-\$12,200)

Teacher, Category 4 \$12,400-\$21,500
0-12 years (\$11,800-\$20,600)

Teacher, Category 7 \$14,800-\$27,400
0-12 years (\$14,100-\$25,900)

Responsibility Principal - Ranges from \$3,700 (\$3,200) for 6 (5.5) or fewer
Allowances: classrooms to \$7,100 (\$6,800) for 25 or more classrooms.

Vice Principal - \$1,750 to \$2,500 (\$1,700 to \$2,300).
0-5 (4) years

Resource Teacher Head - \$2,200 (\$2,100).

Resource Teacher, Music Teacher - \$650 (\$600).

Director of Learning Resources - \$2,100 to \$4,100 (\$2,000 to \$4,000).

Sabbatical Maximum of 20 (15) months is granted to the bargaining unit per
Leave: year.

Waterloo County Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 880 employees, settled with mediation assistance. Duration of negotiations - 9 months.

Wages: Effective Sept. 1/78

Annual Rates

Teacher, Category D \$10,225-\$14,033
0-6 years (\$ 9,646-\$13,239)

Teacher, Category A1 \$12,524-\$22,260
0-12 years (\$11,815-\$21,000)

Sept. 1/78

Teacher, Category A4 \$15,306-\$27,124
0-12 years (\$14,172-\$24,930)

Health and Welfare: Extended Health Care - Employer's contribution remains at 90%, but actual dollar outlay increases by 6% to meet higher premiums.

Dental Plan - Employer's contribution remains at 72%, but actual dollar outlay increases by 6% to meet higher premiums.

Responsibility Allowances: Principal (Junior Schools) - \$3,950 (\$3,700) on appointment, to a maximum of \$5,850 (\$5,500).

Vice Principal (Junior Schools) - 50% (unchanged) of above Principal's allowance.

Principal (Senior Schools) - Maximum of own level plus 23% (unchanged).

Vice Principal (Senior Schools) - \$3,685 (\$3,475) on appointment, to a maximum of \$5,485 (\$5,175).

Subject Chairman (Senior Schools) - \$849 (\$800) for 60 periods or less. \$1,696 (\$1,600) for more than 60 periods.

Department Head - Major \$2,175, Assistant \$1,000, Minor \$1,060. (Previously, Department Head \$2,050, Acting Department Head \$1,350, Minor Department Head \$1,000, Acting Minor Department Head \$625.)

Resource Teacher - \$1,100 (\$1,050).

Consultant - \$2,150 (\$2,000) on appointment, to a maximum of \$2,750 (\$2,600).

Ontario Council of Regents for Colleges of Applied Arts and Technology, province-wide - Ontario Public Service Employees' Union (Ind.) (academic staff, librarians and counsellors): A 24-month renewal agreement effective from September 1, 1977 to August 31, 1979, covering 6,000 employees in 22 community colleges, settled with mediation assistance. Duration of negotiations - 21 months.

Effective	<u>Sept. 1/77</u>	<u>Sept. 1/78</u>
General Increases	5.48%	5.48%
Annual Increments	\$817 (\$775)	\$861-\$862
<u>Annual Salaries</u>		
Instructor 0-10 steps	\$11,708-\$19,878 (\$11,100-\$18,850)	\$12,350-\$20,967
Teaching Masters & Counsellors 0-16 steps	\$13,712-\$26,784 (\$13,000-\$25,400)	\$14,463-\$28,252
Librarian 1 0-6 steps	\$14,187-\$19,089 (\$13,450-\$18,100)	\$14,964-\$20,135
Librarian 2 0-6 steps	\$16,613-\$21,515 (\$15,750-\$20,400)	\$17,523-\$22,694

University of Windsor - Local 210, Service Employees International Union (AFL-CIO/CLC) (clerical, secretarial and office employees): A 24-month renewal agreement effective from May 1, 1978 to April 30, 1980, covering 325 employees, settled during a work stoppage. Duration of negotiations - 6 months.

Wages:	Effective	<u>May 1/78</u>	<u>May 1/79</u>
	Increases	\$70 per month, on the average	\$50 per month

Classification system has been abolished. Therefore, sample wage rates are not available for reporting.

North York Public Library Board - Local 771, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 299 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/78</u>
	General Increase	5.75%
	C1A (includes Clerk Typist)	\$9,259.25-\$11,016.89 (\$8,755.79-\$10,417.86)
	M2 (Maintenance Mechanic)	\$12,811.44-\$14,032.58 (\$12,114.84-\$13,269.58)
	L1 (General Librarian)	\$14,252.18-\$17,230.10 (\$13,477.24-\$16,293.24)

Probationary period is 3 months. Annual increments are based on merit. Maximum rates can be reached after 3 or 4 years, depending on classification.

Cost of Living Provision: Discontinued.

Paid Vacation: 6 weeks after 24 (25) years' service.

Paid Leave: Members of the Negotiating Committee receive 1 day's paid leave within 90 days of the expiration of the contract for the purpose of preparing for negotiations (new).

The President of Local 771 is granted 4 paid hours per week to attend to Union matters (new).

Health and Welfare: Dental Plan - Effective in October 1978, payments are based on the 1978 (1977) Ontario Dental Association fee schedule.

Pension Plan: The rate of employer contribution to the Metro Pension Plan will be 7%. The matter of past service credits will follow the North York arbitration decision.

Mileage Allowance: Effective September 13, 1978, 22.5¢ (21¢) per mile.

Toronto Public Library Board - Local 1996, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 375 employees, settled at the bargaining

stage. Duration of negotiations - 5 months.

Wages:	Effective	Jan. 1/78
	General Increase	5.75%
	Junior Clerical Assistant	\$8,566-\$9,660 (\$8,100-\$9,135)
	Librarian 6A	\$22,022-\$30,046 (\$20,825-\$28,412)

Probationary period is 6 months. Maximum rates reached after 2½ years for Junior Clerical Assistant and after 6 years for Librarian 6A.

Cost of Living Provision: Discontinued.

Health and Welfare: Employer pays 100% of cost of premiums for 2 months for an employee who has exhausted sick leave credits (new).

Clothing Allowance: Employer pays 100% of cost of parka and boots for employees of Library-on-Wheels and Shut-in Service (new).

HEALTH AND WELFARE SERVICES

Metropolitan General Hospital at Windsor - Local 210, Service Employees International Union (AFL-CIO/CLC): A 22-month renewal agreement effective from June 1, 1978 to March 31, 1980, covering 200 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	June 1/78	Apr. 1/79	Dec. 1/79
	General Increases	\$30 per month	\$30 per month	\$30 per month
	Housekeeping Maid	\$809-\$854 (\$779-\$824)	\$839-\$884	\$869-\$914
	Orderly	\$946-\$1,012 (\$916-\$ 982)	\$976-\$1,042	\$1,006-\$1,072
	Attendant	\$977-\$1,019 (\$947-\$ 989)	\$1,007-\$1,049	\$1,037-\$1,079

Previous rates reflect a rollback by the Anti-Inflation Board.

Probationary period is 60 working days. Maximum rates are reached after two 6-month increases.

Shift Premium: 0-\$1.65-\$1.65 (0-\$1.55-\$1.55).

Paid Vacation: Effective April 1, 1979, 5 weeks after 22 (25) years of service. Effective April 1, 1980, 5 weeks after 20 years.

Health and Welfare: Drug Plan - Effective November 1, 1978, employer pays 80% (75%) of cost of premiums.

Dental Plan (new) - Effective December 1, 1978, employer pays 50% of cost of premiums. Coverage is based on the 1978 Ontario Dental Association schedule of fees.

St. Joseph Religious Hospitaliers of Hotel Dieu at Windsor - Local 79, Ontario Nurses' Association (Ind.) (nurses, full and part-time): A 24-month renewal agreement effective from October 1, 1976 to September 30, 1978, covering 312 employees, settled at arbitration. Duration of negotiations - 22 months.

Wages: Special Hiring Rate (new) - Effective April 5, 1977, Registered Nurses who are hired with less than 1 year of clinical experience receive \$1,115 per month. Effective October 1, 1977, special hiring rate increases to \$1,190 per month. Similarly, for Graduate Nurses the special hiring rate is \$1,074.05 per month effective April 5, 1977 and \$1,149.05 per month effective October 1, 1977. After 6 months' service, the minimum rate of the applicable wage range is paid.

The desirability of maintaining the special hiring rate will be reviewed upon the expiration of the agreement.

Effective	<u>Oct. 1/76</u>	<u>Oct. 1/77</u>
General Increases	\$93*	\$75
Registered Nurse	\$1,208-\$1,408 (\$1,115-\$1,315)	\$1,283-\$1,483
Part-time Registered Nurse	\$55.75-\$64.98** (\$51.46-\$60.69)	\$59.22-\$68.45
Assistant Head Nurse	\$1,249-\$1,456 (\$1,156-\$1,363)	\$1,324-\$1,531

Probationary period is 60 worked tours. Maximum rates are reached after 7 annual increases.

*Note: Increases are subject to approval by the Anti-Inflation Board.

**Rates shown do not reflect an additional payment of 11% (unchanged) for part-time employees in lieu of fringe benefits.

Shift Premium: Effective the first pay period after February 24, 1978, 0-\$1.65-\$1.65 (0-\$1.55-\$1.55) per shift.

Standby Pay: Effective the first pay period after February 24, 1978, \$10 (\$8.75) for each 7½ hours on standby.

Paid Holidays: The floating non-premium holiday granted in each year of the 1975-1976 agreement was renegotiated, for a total (unchanged) of 10 statutory days and 1 floating day per contract year.

Scarborough Centenary Hospital Association - Ontario Nurses' Association (Ind.) (nurses, full and part-time): A 24-month renewal agreement effective from October 1, 1976 to September 30, 1978, covering 450 employees, settled by arbitration. Duration of negotiations - 23 months.

Wages:

Special Hiring Rate (new) - Effective April 5, 1977, Registered Nurses who are hired with less than 1 year of clinical experience receive \$1,115 per month. Effective October 1, 1977, \$1,190 per month. After 6 months' service, the minimum rates shown below are paid.

The desirability of maintaining the special hiring rate will be reviewed upon the expiration of the agreement.

Effective	<u>Oct. 1/76</u>	<u>Oct. 1/77</u>
General Increases	\$93 per month	\$75 per month
Registered Nurse	\$1,208-\$1,408 (\$1,115-\$1,315)	\$1,283-\$1,483
Regular Part-time Registered Nurse	\$55.756-\$64.986 (\$51.462-\$60.692)*	\$59.220-\$68.450
Team Leader	\$1,267.55-\$1,479.39** (\$1,169.99-\$1,381.69)	\$1,346.25-\$1,558.19

*See "Health and Welfare - Lieu Payment". Part-time rates shown above do not include this payment in lieu of fringe benefits.

**The existing percentage differential at each of the corresponding steps of the salary range for Registered Nurse and all higher-rated classifications is maintained following application of the negotiated wage increase to the Registered Nurse's salary range.

Probationary period is 60 tours worked. Maximum rates are reached after seven annual increases.

Shift Premium:

Effective the first pay period following February 24, 1978, \$1.65 (\$1.55) per tour.

A nurse on an 11.75-hour tour receives 21.3¢ (20¢) per hour, rounded to the nearest full cent at the end of each pay period.

Standby Pay:

Effective the first pay period following February 24, 1978, \$10 (\$8.50) per complete tour of standby duty.

Vacation Holidays:

10 designated days (unchanged) plus a renewal of the non-cumulative November holiday provided by the previous contract.

Health and Welfare:

Semi-Private Hospitalization Plan (new) - Effective as soon as possible following the Award's release, employer pays 100% of cost of premiums.

Lieu Payment - Effective as soon as possible following the Award's release, part-time nurses receive 8% (6%) in lieu of all fringe benefits.

Experience Credit:

A full-time nurse whose status is altered to part-time will receive credit for her full-time experience with the Hospital up to Level 5 (4). In addition, a nurse who is so transferred will receive full credit for service accumulated since date of last advancement (new).

A part-time nurse whose status is altered to full-time will assume her same level on the full-time grid (unchanged). In addition, a nurse who is so transferred will receive full credit for service accumulated since date of last advancement (new).

This settlement is subject to approval by the Anti-Inflation Board.

SERVICES TO BUSINESS MANAGEMENT

Atomic Energy Research Company at Chalk River - Local 9-896, Oil, Chemical and Atomic Workers* (AFL-CIO/CLC): A 24-month renewal agreement effective from June 1, 1978 to May 31, 1980, covering 210 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

*Previously, part of Atomic Energy Allied Council.

Wages:	Effective	<u>June 1/78</u>	<u>June 1/79</u>
	Average Increases	6%	6%
	Labourer/Janitor	\$5.76 (\$5.41)	\$6.11
	Surveyor Assistant	\$7.63 (\$7.05)	\$8.09

Shift Premium: 0-23¢-30¢ (0-21¢-28¢). Effective June 1, 1979, 0-25¢-32¢.

Sunday Shift Premium: 85¢ (80¢) per hour. Effective June 1, 1979, 90¢ per hour.

Birth and Adoption Leave: 1 day's paid leave (new).

Paid Vacation:	Effective	<u>Apr. 1/78</u>	<u>Apr. 1/79</u>
		16 days after 12 (13½) years	16 days after 11 years
		17 days after 13½ (14) years	17 days after 12½ years
		18 days after 14 (14½) years	18 days after 13 years
		20 days after 14½ (15) years	20 days after 13½ years
		21 days after 21 (22) years	
		22 days after 23 (24) years	
		23 days after 25 (26) years	
		24 days after 27 (28) years	
		25 days after 29 (30) years	

Health and Welfare: Life Insurance - Effective June 1, 1979, employer pay 60% (50%) of cost of premiums.

OHIP, Extended Health Care Plan and Semi-Private Hospitalization Plan - Employer pays \$18.00 (\$15.50) per month for single coverage and \$35.75 (\$30.75) per month for family coverage. Effective August 1, 1979, employer pays \$20 and \$40, respectively.

PERSONAL SERVICES

Carleton Towers-Four Seasons Hotel, Delta Inn of the Provinces, Holiday Inn, Lord Elgin Hotel, Sheraton El Mirador Motor Inn, Skyline Hotel and Talisman Motor Inn, all at Ottawa - Local 261, Hotel Employees (AFL-CIO/CLC): Seven 30-month renewal agreements effective from May 1, 1978 to October 31, 1980, covering 1,060 employees, settled with mediation assistance. Duration of negotiations - 7 months.

Wages:	Effective	<u>May 1/78</u>	<u>Sept. 12/78*</u>	<u>May 1/79</u>	<u>Nov. 1/79</u>	<u>May 1/80</u>
		Increases Vary				
Waiter		\$3.30 (\$3.15)	\$3.35	\$3.50	\$3.55	\$3.70
Chambermaid		\$3.65 (\$3.40)	\$3.70	\$3.85	\$3.95	\$4.15
Banquet Cook		\$5.79 (\$5.54)	\$5.87	\$6.12	\$6.26	\$6.56

*A signing bonus.

Paid Holidays: Effective in the second year of the contract, 11 holidays for employees in all hotels. (Previously, 10 days, except for the Skyline Hotel which had 11 days in the preceding contract year.)

Paid Vacation: 4 weeks (new) after 16 years.

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Professional Institute (Ind.) (nursing group): A 15-month renewal agreement effective from September 29, 1978 to December 23, 1979, with wages retroactive to December 29, 1976, covering 1,815 employees, settled at the post conciliation bargaining stage during rotating strikes. Duration of negotiations - 25 months.

Wages:	Effective	<u>Dec. 29/76</u>	<u>Dec. 26/77</u>	<u>Dec. 25/78</u>
	<u>Annual Rates</u>			
	<u>NU-HOS-3</u>			
Atlantic Region		\$12,782-\$15,225 (\$12,045-\$14,347)	\$13,382-\$15,825	\$13,783-\$16,300
Quebec Region		\$12,825-\$16,144 (\$12,085-\$15,213)	\$13,425-\$16,744	\$14,700-\$18,335
Ontario Region		\$14,270-\$16,749 (\$13,447-\$15,783)	\$14,870-\$17,349	\$16,283-\$18,997
Manitoba Region		\$13,545-\$15,584 (\$12,764-\$14,685)	\$14,145-\$16,184	\$15,277-\$17,479
Saskatchewan Region		\$13,397-\$15,128 (\$12,624-\$14,256)	\$13,997-\$15,728	\$15,117-\$16,986
Alberta Region		\$13,545-\$15,584 (\$12,764-\$14,685)	\$14,145-\$16,184	\$15,277-\$17,479

	<u>Dec. 29/76</u>	<u>Dec. 26/77</u>	<u>Dec. 25/78</u>
British Columbia Region	\$14,397-\$16,807 (\$13,567-\$15,838)	\$14,997-\$17,407	\$16,347-\$18,
Yukon and N.W.T. Region	\$14,270-\$16,749 (\$13,447-\$15,783)	\$14,870-\$17,349	\$16,283-\$18,
<u>NU-HOS-6</u>			
Atlantic Region	\$15,773-\$19,351 (\$14,863-\$18,235)	\$16,373-\$19,951	\$16,864-\$20,
Quebec Region	\$15,743-\$20,171 (\$14,835-\$19,008)	\$16,343-\$20,771	\$17,896-\$22,
Ontario Region	\$17,162-\$20,740 (\$16,172-\$19,544)	\$17,762-\$21,340	\$19,449-\$23,
Manitoba Region	\$16,457-\$19,601 (\$15,508-\$18,471)	\$17,057-\$20,201	\$18,422-\$21,
Saskatchewan Region	\$16,580-\$19,522 (\$15,624-\$18,396)	\$17,180-\$20,122	\$18,554-\$21,
Alberta Region	\$16,457-\$19,601 (\$15,508-\$18,471)	\$17,057-\$20,201	\$18,422-\$21,
British Columbia Region	\$17,289-\$20,797 (\$16,292-\$19,598)	\$17,889-\$21,397	\$19,499-\$23,
Yukon and N.W.T. Region	\$17,162-\$20,740 (\$16,172-\$19,544)	\$17,762-\$21,340	\$19,449-\$23,

Overtime Pay in Isolated Areas: Time and one-half, up to a maximum of 20 hours per week, for over time work on a normal day or for work on the first day of rest, up to a maximum of 7½ hours. Double time for work on the second day of rest, up to a maximum of 7½ hours. Time and one-half in addition to normal pay for work on designated paid holidays. (Previously, such pay was based on a scale ranging from \$35 to \$110 per month.)

Shift Work: Whenever possible, 1 out of 2 (3) weekends are to be off duty.

Shift Premium: 0-\$2.25-\$1.75 (0-\$2.00-\$1.50) per shift. Effective December 25, 1978, 0-\$2.25-\$2.25.

Weekend Premium (new): 20¢ per hour for regularly scheduled work on a Saturday or Sunday Effective December 25, 1978, 25¢.

Acting Pay: Effective December 25, 1978, qualifying period is 3 (5) consecutive working days up to, and including, HOS-4 and CHN-4 and 10 consecutive working days for all other Levels (unchanged).

Standby Pay: Effective December 25, 1978, ½ hour's pay for each 4-hour period of standby. (Previously, \$5 per 8-hour period.)

Paid Vacation: Effective December 25, 1978, 4 weeks after 3 (4) years and 5 weeks after 25 (28) years.

Bereavement Leave: Stepparents and foster parents are added for up to 4 days' paid leave.

Meal Allowance (new):	\$3.10 after 3 hours' overtime and \$2.25 after the next 4 hours. Effective December 29, 1978, \$3.25 and \$2.50, respectively.
Transportation Allowance:	Employer pays mileage allowance or other personal expenses incurred. (Previously, up to a maximum of \$3.)
Travelling Time:	Provision has been revised in the same manner as other Government of Canada (Treasury Board) contracts.
Extra Professional Services:	Time and one-half for each hour worked in excess of 7½ (8) hours per shift.
Severance Pay:	1 week's pay per year of continuous employment, to a maximum of 27 weeks' pay for an employee who has completed more than 1 year of continuous employment and who ceases to be employed by reason of rejection during a probationary period (new).

Government of Canada (Treasury Board) - Professional Institute (Ind.) (veterinary science group): A 3-month renewal agreement effective from October 3, 1978 to December 24, 1978, with wages retroactive to December 26, 1977, covering 570 employees, settled at the bargaining stage. Duration of negotiations - 11 months.

Wages: Effective Dec. 26/77

Annual Increase:

VS-1	\$1,575
VS-2	\$1,775
VS-3	\$1,800
VS-4	\$1,850
VS-5	\$1,900

Annual Rates

VS-1	\$19,876-\$24,275 (\$18,301-\$22,700)
VS-3	\$25,626-\$31,135 (\$23,826-\$29,335)
VS-5	\$32,165-\$37,841 (\$30,265-\$35,941)

Shift Premium: 0-\$1.60-\$2.24 (0-\$1.50-\$2.00) per shift.

Weekend Premium (new): 20¢ per hour for regularly scheduled work on a Saturday or Sunday.

Acting Pay: After 20 (30) consecutive working days.

Paid Holidays: 11, plus an additional day (new) when proclaimed by an Act of Parliament.

Overtime Meal Allowance: \$3.10 (\$2.50) after 3 hours' overtime and \$2.50 (unchanged) for each additional 3 hours.

Employees on Industrial Premises (new): If employees are prevented from working because of a strike or lockout, the employer will consider measures to ensure that they receive their regular pay and benefits.

Part-time Employees (new): Entitled to benefits in the same proportion as their weekly hours of work compare with full-time weekly hours.

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC) (administrative services group): A 4-month renewal agreement effective from September 1, 1978 to December 24, 1978, with wage retroactive to December 26, 1977, covering 5,355 employees, settled by arbitration. Duration of negotiations - 12 months.

Wages:	Effective	Dec. 26/77
	Level 1	\$925
	Level 2	\$1,000
	Level 3	\$1,125
	Level 4	\$1,250
	Level 5	\$1,400
	Level 6	\$1,550
	Level 7	\$1,770
	Level 8	\$1,800

Annual Rates

AS-1	\$15,047-\$17,423 (\$14,122-\$16,498)
AS-4	\$19,481-\$21,677 (\$18,231-\$20,427)
AS-8	\$29,700-\$36,700 (\$27,900-\$34,900)

Paid Holidays: 11, plus one additional day (new) when proclaimed by an Act of Parliament.

Paid Vacation: Effective April 1, 1978, 4 weeks after 12 (13) years and 5 weeks after 26 (27) years.

Overtime Meal Allowance: \$3.40 (\$3) after 3 hours of overtime.

Travel Time: Stopover time, up to a maximum of 3 hours per day, is counted as travel time (new).

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC) (clerical and regulatory group): A 14-month renewal agreement effective from September 8, 1978 to November 11, 1979, with wage retroactive to November 14, 1977, covering 52,620 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 11 months.

Wages:	Effective	Nov. 14/77	Nov. 13/78
	Increases	6% or \$600, whichever is greater	CR-1 - 8%; all others - 7.5%

Annual Rates

CR-1	\$7,635-\$8,721 (\$7,035-\$8,121)	\$8,246-\$9,419
------	--------------------------------------	-----------------

Nov. 14/77

Nov. 13/78

CR-4	\$12,031-\$13,154 (\$11,350-\$12,409)	\$12,933-\$14,141
CR-7	\$17,199-\$18,828 (\$16,225-\$17,762)	\$18,489-\$20,240

Shift Premium:	Effective November 13, 1978, 0-25¢-33¢ (0-20¢-28¢).	
Weekend Premium (new):	20¢ per hour for regularly scheduled work on a Saturday or Sunday. Effective November 13, 1978, 25¢.	
Acting Pay:	Effective November 13, 1978, qualifying period is 5 consecutive working days for all Levels. (Previously, 5 days for Levels 1 to 3 and 10 days for Levels 4 to 7.)	
Standby Pay:	\$5 (\$3.69) for each 8-hour period or portion thereof. \$10 (\$7.37 minimum) for all standby on a day of rest or paid holiday.	
Work on a Paid Holiday:	Time and one-half for the first 7½ hours and double time thereafter in addition to regular pay (unchanged), or a day of leave with pay plus applicable overtime rate for all hours worked, with unliquidated lieu days being paid in cash at the end of the fiscal year (new).	
Paid Vacation:	Effective April 1, 1978, 4 weeks after 12 (13) years and 5 weeks after 26 (27) years. Effective November 13, 1978, 4 weeks after 10 years and 5 weeks after 25 years.	
Education Leave (new):	May be granted for periods of up to 1 year with an allowance of up to 100% of yearly salary. Renewable by mutual agreement.	
Paid Career Development Leave (new):	Granted when attending a course, seminar, convention or study session directly related to the employee's work. Reasonable travel and incidental expenses are also paid by the employer.	
Paid Examination Leave (new):	Granted at the employer's discretion and for the purpose of writing an examination during the employee's normal working hours.	
Meal Allowance:	\$3.10 (\$3) after 3 hours' overtime and \$2.25 (\$2.15) after 4 additional hours. Effective November 13, 1978, \$3.25 and \$2.50, respectively.	

LOCAL ADMINISTRATION

Metropolitan Toronto Board of Commissioners of Police - Police Association (Ind.) (uniformed employees): A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 5,300 employees, settled by arbitration. Duration of negotiations - 11 months.

Wages:	Effective	<u>Jan. 1/78</u>
	General Increase	5.58%
	<u>Annual Rates</u>	
	3rd Class Constable	\$16,752 (\$15,867)

Jan. 1/78

1st Class Constable	\$20,087 (\$19,025)
Staff Sergeant	\$24,085 (\$22,811)
Probationary Sergeant:	To be paid the rate of a full Sergeant, 9.5% more than a 1st Class Constable. (Previously, received 4.75% more than a 1st Class Constable.)
Cost of Living Provision:	The provision negotiated for the previous agreement was disallowed by the Anti-Inflation Board. There is no provision in this agreement.
Shift Premium:	Remains unchanged at 0-10¢-20¢, but designation of time-frame for application of the second and third shift premium has been altered effective July 1, 1978.
Overtime:	Effective June 1, 1978, pay provisions apply after 15 (30) minutes of overtime.
Health and Welfare:	<u>Life Insurance</u> - Effective June 1, 1978, coverage equals 200% (150%) of annual salary. <u>Dental Plan</u> - Employer contributes \$8.52 (\$6.98) per month for single coverage and \$24.06 (\$19.72) for family coverage.
Pension Plan:	<u>Benefit Fund Plan</u> - Effective January 1, 1978, 1976 (1972) is the base year used for benefit determination. The employer is to provide the funds necessary to cover the resulting unfunded liability. A substantial current unfunded liability is to be amortized equally by the employer and employees. <u>OMERS Plan</u> - This province-wide plan was upgraded recently to a best-of-5-years averaging plan. The resulting required contribution of 2% of earnings will be shared equally. (Previously, there was a shared 1% requirement.)
Clothing Allowance:	\$460 (\$428) per year for officers performing police duties in plainclothes for a full calendar year.
Cleaning Vouchers:	Effective October 1, 1978, articles and amount of clothing to be covered each month are specified. Total number of monthly vouchers increases over past practice.
Mileage Allowance:	Effective July 1, 1978, 13¢ per kilometre (15¢ per mile).
Transportation Allowance:	Effective July 1, 1978, \$9 per week (\$10 every 2 weeks) while attending a course at the Ontario Police College at Aylmer.
Court Attendance During Vacation:	Effective October 1, 1978, 2 days off for each day or part thereof spent in court. In addition, when the member must travel to or from Metropolitan Toronto from a place other than his normal place of residence and on a day other than the day of court attendance, he or she will be granted time off to a maximum of 8 hours for each day spent travelling and be reimbursed for any reasonable travelling expenses. (Previously, options were the call-back provision or an additional day of vacation for each day in court.)

Ottawa City Corporation - Police Association (Ind.): A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 575 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Jan. 1/78</u>
	General Increase	7%
	<u>Annual Rates</u>	
	Police Constable (3rd Class)	\$15,897.29 (\$14,857.28)
	Police Constable (1st Class)	\$20,132.53 (\$18,815.45)
	Staff Sergeant	\$24,652.97 (\$23,040.16)
	Staff Superintendent	\$36,222.27 (\$33,852.59)

Paid Vacation: 6 weeks (new) after 25 years.

Dry Cleaning Allowance: \$138 (\$132.50) per year.

Plainclothes Allowance: \$525 (\$500) annually. Paid quarterly.

Windsor City Corporation - Local 543, Canadian Union of Public Employees (CLC)
(inside employees): A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 600 employees, settled with mediation assistance. Duration of negotiations - 11 months.

Wages:	Effective	<u>Jan. 1/78</u>
	General Increase (except Students)	2.846%
	Junior Clerk (Group VII)	\$8,538*-\$9,849 (\$8,302 -\$9,576)
	Analyst Programmer (Group 1AA)	\$18,130-\$19,136 (\$17,628-\$18,606)

*For hires on or after September 20, 1978, the new start rate will be \$7,884.

Students - Effective October 1, 1978, \$4 per hour, with no COLA. (Previously, from \$3.59 to \$4.75 per hour, plus COLA.)

Cost of Living Allowance: 67¢ was generated under the previous agreement. Through a 6-month extension of the formula, a further 20¢ was generated by June 1978. This 87¢ will float throughout this agreement with no adjustments until 1979. Effective in 1979, quarterly adjustments of 1¢ per .375 point rise in the Consumer Price Index - 1971=100, using December 31, 1978 as the base. (Formula is unchanged.)

Paid Vacation:	<u>Calendar Year</u>	<u>Entitlement</u>
	Year 1, less than 6 months' service	4% of earnings 4% of earnings, or at employer's option,
	Year 1, 6 months or more of service	1 week
	Year 2	2 weeks
	Year 5	3 weeks
	Year 12	4 weeks
	Year 21	5 weeks
	Year 27	5 weeks plus 1 day
	Year 28	plus 2 days
	Year 29	plus 3 days
	Year 30	plus 4 days
	Year 31	6 weeks

(Previously, entitlement was related to length of service measured from anniversary date of employment. 1 week after 6 months, 2 weeks after 1 year, 3 weeks after 4 years, 4 weeks after 13 years and 5 weeks after 22 years.)

York Borough Corporation (Works and Parks and Recreation Departments) - Local 10,
Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Jan. 1/78</u>
	General Increase	5.75%
	Classification Adjustments	17c for Mechanic, Meter Technician, Machinist, Lead Hand Mechanic; 16c for Service Man
	Labourer (Ordinary)	\$6.19-\$6.42 (\$5.85-\$6.07)
	Mechanic	\$7.93 (\$7.33)

Maximum rate for Labourer is reached upon completion of the 3-month probationary period.

Cost of Living Allowance: Discontinued.

Weekend Premium (new): Effective May 1, 1978, 25¢ per hour for all hours worked.

Paid Vacation: 3 weeks after 2 (3) years' service and 6 weeks after 24 (25) years.

Bereavement Leave: 5 (3) days' paid leave for the loss of mother or father.

Health and Welfare: Vision Care Plan (new) - Effective after signing, employer pays 100% of cost of plan which provides a maximum benefit of \$50 every 2 years for prescription eyeglasses.

Car Allowance: \$4.50 (\$4.00) per day for employees required to use their own cars.

Tool Allowance: \$85 (\$78) per year for Machinists and Lead Hand Mechanics.

CONSTRUCTION

Oshawa Area Signatory Contractors - Local 597, Labourers (AFL-CIO/CLC) and Local 230, Teamsters (Ind.) - A 22-month renewal agreement effective from June 26, 1978 to April 30, 1980, covering 220 employees, settled during a work stoppage. Duration of negotiations - 4 months.

Wages:	Effective	<u>June 26/78</u>	<u>Nov. 1/78</u>
	Increases	40¢	10¢ for Teamsters
	Labourer	\$7.85 (\$7.45)	\$7.85
	Float Driver	\$8.55 (\$8.15)	\$8.65
	Effective	<u>May 1/79</u>	<u>Oct. 1/79</u>
	Increases	50¢	5¢ for Labourers*; 15¢ for Teamsters
	Labourer	\$8.35	\$8.40
	Float Driver	\$9.15	\$9.30
	Previous rates reflect a 70-cent rollback by the Anti-Inflation Board.		

Health and Welfare: *Effective June 26, 1978, employer contributes 55¢ (45¢) per hour. The 5-cent wage increase for Labourers, effective October 1, 1979, will be allocated to the Welfare Fund if extra funding is required to meet premium costs.

Pension Fund (Labourers only): Effective November 1, 1978, employer contributes 40¢ (30¢) per hour worked. Effective October 1, 1979, 50¢ per hour worked.

Mileage Allowance: Effective June 26, 1978, 12¢ per kilometre (previously, 17¢ per mile). Effective April 1, 1979, 13¢ per kilometre.

Room and Board Allowance: Effective June 26, 1978, \$14 (\$12) per day.

Addendum

November 1977 Settlement

TRANSPORTATION

City Parking Holdings Ltd. at Toronto - Local 204, Service Employees International Union (AFL-CIO/CLC): A 36-month first agreement effective from November 21, 1977 to November 22, 1980, covering 203 employees, settled with mediation assistance and ratified in November, 1977. Duration of negotiations - 8½ months.

Wages:	Effective	<u>Nov. 21/77</u>	<u>Nov. 21/78</u>	<u>Nov. 21/79</u>
	Attendant - Level "C"	\$3.15	\$3.35	\$3.55
	Maintenance - Machine Operator	\$4.90	\$5.25	\$5.60
Shift Premium:	15¢ for all hours worked between 10.00 pm and 7.00 am.			
Call-back Pay:	Employees reporting back to work are credited with 1 hour's pay at straight time. In calculating working time, that hour plus all hours worked are paid at time and one-half. Minimum pay is 2 hours'.			
Reporting Pay:	Minimum of 4 hours' pay at the regular rate.			
Overtime Pay:	Time and one-half for all overtime hours worked.			
Paid Holidays:	Employees receive New Year's Day, Good Friday, Victoria Day, Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day and Christmas Day, for a total of 8 paid days.			
Paid Vacation:	2 weeks after 1 year of service and 3 weeks after 5 years.			
Vacation Pay:	4% after 1 year of service and 6% after 5 years.			
Bereavement Leave:	3 consecutive working days upon the death of a father, mother, child or spouse and 1 day for the death of a father-in-law or mother-in-law.			
Uniform Allowance:	Employer pays 100% for uniforms and/or special articles of wearing apparel, where required.			

April 1978 Settlement

CONSTRUCTION

Ontario Painting Contractors Association, Ontario Acoustical Association and Interior Systems Contractors Association - Ontario Council, Painters (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1978 to April 30, 1980, covering 3,500 employees, settled at the bargaining stage and ratified in April, 1978. Duration of negotiations - 1 month. Constitutional questions delayed the signing of the agreement until September 8, 1978.

Ontario Painting Contractors Association (commercial, industrial, institutional and residential construction)

Wages:	Effective	<u>May 1/78</u>	<u>May 1/79</u>
	Increases	Sarnia - 85¢; Windsor - 30¢; all other Locals - 40¢	55¢
	Journeyman Painter (Ottawa, Local 200)	\$9.10 (\$8.70)	\$9.65

	<u>May 1/78</u>	<u>May 1/79</u>
Journeyman Painter (Hamilton, Local 205)	\$10.60* (\$10.20)	\$11.15
Journeyman Painter (Sarnia, Local 1590)	\$11.37 (\$10.52)	\$11.92
*As previously, there is a differential of 10% of the above rates on work in new apartment construction.		
Cost of Living Provision (Sarnia Local only):	Discontinued.	
"Non-Work Friday" (Hamilton, Kingston and Kitchener Locals):	There shall be a designated "non-work Friday" (new) each month which will normally fall on the 3rd Friday of every month or the Friday preceding a Monday holiday in any such month. Any work performed on this day will be paid at overtime rates.	
Health and Welfare:	Effective May 1, 1978, employer contributes 75¢ per hour worked. (Previously, 60¢ per hour worked, except in the Sarnia Local where the employer contribution was 30¢ per hour worked, and in the Windsor Local where the employer contribution was 50¢ per hour worked.)	
Pension Fund:	Effective May 1, 1979, employer contribution increases by 10¢ per hour worked in every Local. (Previously, employer paid 20¢ per hour worked in all Locals having a Pension Fund.)	
Industry Promotion Fund:	Effective May 1, 1979, employer contributes 15¢ for each hour's pay worked. (Previously, 10¢ for each hour's pay worked, except in the Windsor Local where the employer contributed 2¢.)	
Board Allowance:	Effective May 1, 1978, \$20 per day, up to a maximum of \$100 per week. (Previously, in all Locals except London and Sarnia, \$15 per day, up to a maximum of \$75 per week. London and Sarnia - \$17 per day, up to a maximum of \$85 per week.)	
Mileage Allowance:	Effective May 1, 1978, 12¢ per kilometre. (Previously, 17¢ per mile, except in the Windsor Local where mileage allowance was 15¢ per mile.)	

Ontario Acoustical Association and Interior Systems Contractors Association (drywall tapers, plasterers and fireproofing applicators on commercial, industrial, institutional and residential construction)

Wages:	<u>Effective</u>	<u>May 1/78</u>	<u>May 1/79</u>	<u>Nov. 1/79</u>
General Increases		nil	55¢	60¢
Journeyman		\$11.00 (\$11.00)	\$11.55	\$12.15

Health and Welfare: Effective November 1, 1978, employer contributes 70¢ (60¢) per hour worked. Effective May 1, 1979, 75¢ per hour worked.

Travelling Allowance: The employer shall pay employees who are required to travel to and from jobs each day as follows:

Up to 35 miles	nil
35 to 45 miles	½ hour's pay per day
45 to 55 miles	1 hour's pay per day
Over 55 miles	\$20 per day (room and board)
Over 150 miles	\$20 per day for 7 days (room and board)

Previously, employee was paid travelling allowance in accordance with the area of work. Travelling allowance for the Toronto area was as set out below:

Up to 15 miles	nil
15 to 25 miles	\$2 per day
25 to 50 miles	\$10 per day
Over 50 miles	\$15 per day for 7 days (room and board)

Interior Systems Contractors Association and Ontario Acoustical Association (drywall tapers, residential piecework)

Wages: For hourly rate of pay see "Wages" for Ontario Acoustical Association and Interior Systems Contractors Association.

Guarantee (new): The employer shall not pay less than \$68 per 1,000 square feet of drywall taped plus benefits to any pieceworker performing drywall taping in the Apartment Field. Benefit guarantee is an additional \$5 per 1,000 square feet of drywall taped and includes contributions to the Welfare Trust Fund for Welfare, Administrative Dues and the Industry Promotion Fund.

London Local (drywall tapers and plasterers)

Wages:	Effective	Aug. 1/78	May 1/79	Feb. 1/80
General		66¢	72¢	52¢
Increases				
Journeyman		\$10.62 (\$ 9.96)	\$11.34	\$11.86

Health and Welfare: Effective August 1, 1978, employer contributes 75¢ (60¢) per hour worked.

Board Allowance: All employers employed outside the 30-mile free zone radius receive board allowance as follows:

Over 30 to 40 miles radius	\$4.40 (\$4.00) per day
Over 40 to 50 miles radius	\$6.60 (\$6.00) per day
Over 50 to 60 miles radius	\$9.90 (\$9.00) per day
Over 60 to 150 miles radius	\$18.70 (\$15) per day worked
Over 150 miles radius	\$22 per day, on a 7-day basis (previously, \$105 per standard work week)

Thunder Bay Local (drywall tapers and plasterers)

Wages:	Effective	<u>May 1/78</u>	<u>May 1/79</u>
	General	55¢	70¢
	Increases		
	Journeyman	\$11.25 (\$10.70)	\$11.95
Pension Fund:	Effective May 1, 1979, employer contributes 30¢ (20¢) per hour worked.		
Mileage Allowance:	Effective May 1, 1978, 12¢ per kilometre. (Previously, 17¢ per mile.)		

May 1978 Settlement

LEATHER

Susan Shoe Industries Limited at Hamilton - Local 233F, Retail Clerks* (AFL-CIO/CLC): A 24-month renewal agreement effective from November 9, 1977 to November 8, 1979, covering 250 employees, settled with mediation assistance during a work stoppage in May, 1978. Duration of negotiations - 8 months.

*The previous bargaining agent, the Boot and Shoe Workers' Union, merged with Retail Clerks in September, 1977.

Wages:	Effective	<u>Nov. 9/77</u>	<u>Nov. 9/78</u>
	Increase in Class Rate Factor	18¢	20¢
	Class D Rate Factor (includes Washer)	\$2.95 (\$2.77) multiplier for piecework earnings	\$3.15 multiplier for piecework earnings
	Class A Rate Factor (includes Upper Cutter)	\$3.55 (\$3.37) multiplier for piecework earnings	\$3.75 multiplier for piecework earnings

Previous class rate factors reflect a 2-cent cost of living adjustment made during the term of the previous contract.

Probationary Period: 90 (60) working days' service.

Probationary Employees: Excluded from modified daily makeup (new).

Base Rate Guarantee: Effective in the first contract year, \$3.37 per hour for Class A and \$3.30 per hour for Classes B, C and D. Effective in the second contract year, \$3.57 and \$3.50, respectively.

Starting Rate: New employees receive no more than 20¢ (10¢) per hour below the base rate.

Cost of Living Allowance: Effective in the second contract year, 3¢ (2¢) per 1% increase in the Consumer Price Index - 1971=100. Triggered at 6% above the Index level one year prior to the month of adjustment. Adjusted quarterly.

Vacation Pay: Effective in the second contract year, 4.5% vacation pay after 5 years' service, 5% after 6 years, 6% after 11 years, 7% after 16 years and 8% after 21 years. (Previously, 5% vacation pay after 7 years' service, 6% after 14 years and 8% after 22 years.)

Bereavement Leave: Brother-in-law and sister-in-law are included in 1 day's paid leave.

June 1978 Settlement

CONSTRUCTION

Ontario Erectors Association - Locals 700, 721, 736, 759, 765 and 786, Structural Iron Workers (AFL-CIO/CLC) (commercial, industrial and institutional construction): A 24-month renewal agreement effective from May 1, 1978 to April 30, 1980, covering 6,000 employees, settled at the conciliation officer stage and ratified in June, 1978. Duration of negotiations - 2 months.

Wages:	Effective	May 29/78	May 1/79
	General	Local 700 - 6¢;	Locals 700, 721,
	Increases	Locals 721, 736 & 765 - 42¢; Local 759 - 71¢; Local 786 - 38¢	736 and 765 - 60¢; Locals 759 and 786 - 73¢
	Journeyman Ironworker (Local 700)	\$10.81 (\$10.75)	\$11.41
	Journeyman Ironworker (Local 759)	\$12.45 (\$11.74)	\$13.18

Health and Welfare: Effective May 29, 1978 for Locals 700, 721, 736, 765 and 786, employer contributes 73¢ (63¢) per hour earned. As was the case previously, Local 759 does not have a health and welfare fund.

Pension Fund: Effective May 29, 1978 for Locals 700, 721, 736 and 765, employer contributes 86¢ (72¢) per hour earned. Effective May 1, 1979, \$1 per hour earned.

Effective May 29, 1978 for Local 786, employer contributes \$1 (82¢) per hour earned.

Employer's contribution to the pension fund for Local 759 remains unchanged at 20¢ per hour earned.

Ironworkers District Council Fund: Effective May 29, 1978 for Local 759, employer contributes 1¢ per hour earned. (Unchanged for other Locals.)

Ironworkers Savings Plan: Effective May 29, 1978 for Local 700, employer contributes \$1 (60¢) per hour earned.

Board Effective May 29, 1978 for Locals 700, 721, 736 and 765, board
Allowance: allowance shall be paid as follows:

25 - 50 miles	- \$10 (unchanged) per day worked
50 - 75 miles	- \$13 (\$12) per day worked
75 - 100 miles	- \$17 (\$15) per day worked
Over 100 miles	- \$22 (\$19) per day

Mileage Effective May 29, 1978 for Local 759, 25¢ (22¢) per mile.
Allowance:

Subsistence Effective May 29, 1978 for Local 759, \$28 (\$24) per day worked.
Allowance:

Gloves and Effective May 29, 1978 for Local 759, on jobs of an abnormally
Coveralls: dirty nature or on jobs where acid or other chemicals damage
clothing, the employer agrees to supply gloves and coveralls.
(Previously, coveralls only were supplied on jobs over 3 weeks
in duration. On jobs lasting less than 3 weeks, the employer
had the option of supplying coveralls or paying the employee an
allowance of \$4 per week.)

Tool and Cloth- Effective May 29, 1978 for Local 759, \$250 (\$200) per employee.
ing Insurance:

Camp Tool and Effective May 29, 1978 for Locals 700, 721, 736, 765 and 786,
Clothing \$400 (new) per employee. Unchanged for Local 759.
Insurance:

July 1978 Settlement

PRIMARY METAL

Eldorado Nuclear Limited at Port Hope - Local 13173, Steelworkers (AFL-CIO/CLC):
A 20-month renewal agreement effective from July 28, 1978 to
March 31, 1980, covering 310 employees, settled during a work
stoppage and ratified in July, 1978. Duration of negotiations -
5 months.

Wages:	Effective	<u>Oct. 1/78</u>	<u>Sept. 1/79</u>
	Increases	52¢-89¢	55¢
	General Plant	\$5.95	\$6.50
	Labour	(\$5.43)	
	Fork Lift Mechanic -	\$7.65	\$8.20
	Class I	(\$6.83)	

Shift Premium: 0-25¢-40¢ (0-25¢-35¢).

Health and Weekly Indemnity Plan - Employer pays 75% of cost of plan. Benefits
Welfare: increase to UIC maximum (previously, \$133 maximum), payable, as pre-
viously, on a 1-4-26 basis.

Erratum

The following settlement was reported incorrectly in the July 1978 Report, page 484.

SERVICES TO BUSINESS MANAGEMENT

Atomic Energy Research Company at Chalk River - Local 1568, Canadian Labour Congress (CLC): A 24-month renewal agreement effective from August 1, 1978 to July 31, 1980, covering 450 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Aug. 1/78</u>	<u>Aug. 1/79</u>
	Increases	\$490-\$1,320	\$515-\$1,395
	Range T2 (includes Design Detailer 2)	\$8,855-\$12,845 (\$8,365-\$12,175)	\$9,370-\$13,550
	Range T7 (includes Research/ Development Techno- logist 7)	\$22,855-\$25,455 (\$21,645-\$24,135)	\$24,120-\$26,850
Shift Premium:	0-\$1.85-\$2.40 (0-\$1.70-\$2.25) per shift. Effective August 1, 1979, 0-\$2.00-\$2.55.		
Sunday Shift Premium:	\$6.80 (\$6.40) per shift. Effective August 1, 1979, \$7.20 per shift.		
Paid Vacation:	Effective	<u>Apr. 1/78</u>	<u>Apr. 1/79</u>
	16 days after 10	(10 3/4) years	16 days after 9 years
	17 days after 11	(11 3/4) years	17 days after 10 years
	18 days after 12	(12 3/4) years	18 days after 11 years
	19 days after 13	(13 3/4) years	19 days after 12 years
	20 days after 14	(14 3/4) years	
	21 days after 18	(18 3/4) years	
	22 days after 21	(21 3/4) years	
	23 days after 24	(24 3/4) years	
	24 days after 27	(27 3/4) years	
	25 days after 29	(29 3/4) years	
Health and Welfare:	<u>Life Insurance</u> - Effective August 1, 1979, employer pays 60% (50%) of cost of premiums.		
	<u>OHIP, Extended Health Care Plan, and Semi-Private Hospitalization Plan</u> - Employer pays \$18.00 (\$15.50) per month for single coverage and \$35.75 (\$30.75) per month for family coverage. Effective August 1, 1979, employer pays \$20 and \$40, respectively.		

Anti-Inflation Board Rulings in September 1978

Employer and Union	Reference	Action
ndix Heavy Vehicle Systems, Ltd., London and Auto Workers (CLC) (production, office, clerical and technical empls.)	Oct. 77, p. 661	Disallowed
nadian Cannery Ltd., Amherstburg, Hamilton, St. David's and Waterford and Foodworkers (AFL-CIO/CLC) (hourly- rated empls.)	Jan. 78, p. 36	Disallowed
romasco Ltd., Haley and Steelworkers (AFL-CIO/CLC)	Mar. 78, p. 120	Disallowed
minion Dairies Ltd. (Toronto Plants, Distribution and Maintenance Depts.) and Teamsters (Ind.)	Feb. 78, p. 56	Disallowed
minion Textile Ltd., Montreal, Que. and Long Sault, Ont. and United Textile Workers (AFL-CIO/CLC)	Sept. 77, p. 629	Allowed
rranti-Packard Ltd. (St. Catharines Div.) and Steelworkers (AFL-CIO/CLC)	May 78, p. 277	Allowed
lton Regional Board of Commissioners of Police and Police Assn. (Ind.)	June 78, p. 428	Allowed
ternational Harvester Co. of Canada Ltd., Chatham and Auto Workers (CLC) (clerical and technical empls.)	Feb. 78, p. 66	Disallowed
Donnell Douglas Canada Ltd., Mississauga and Auto Workers (CLC) (production empls.)	June 78, p. 367	Allowed
unt Sinai Hospital, Toronto and Service Employees (AFL-CIO/CLC)	Aug. 78, p. 563	Allowed

Negotiations in Progress during September 1978 covering 200 or more Employees

Employer and Location	Union	No. of Empls	Ne St.
A & P Stores, province-wide	Foodworkers (AFL-CIO/CLC)	4,320	ME
Abitibi Forest Products, Thunder Bay	Cdn. Paperworkers (CLC)	525	ME
Abitibi Paper Co. Ltd., Iroquois Falls, Sault Ste. Marie and Thunder Bay	Carpenters (AFL-CIO/CLC) (woods empls.)	1,350	CO
Alcan Canada Products Ltd., Kingston	Machinists (AFL-CIO/CLC)	325	ME
Alcan Canada Products Ltd., Kingston	Steelworkers (AFL-CIO/CLC)	850	WS
Alcan Canada Products Ltd., Aluminum Goods Div., Toronto	Steelworkers (AFL-CIO/CLC)	326	ME
Algoma Steel Corp. Ltd. (Tube Div.), Sault Ste. Marie	Steelworkers (AFL-CIO/CLC) (production empls.)	700	B
Allied Chemical Canada Ltd., Amherstburg	Auto Workers (CLC) (production empls.)	500	B
American Can of Canada Ltd., Brampton	Printing and Graphic Communications (AFL-CIO/CLC)	246	B
American Can of Canada Ltd., Marathon	United Paperworkers (AFL-CIO/CLC)	500	B
American Can of Canada Ltd., Woodlands Div., Marathon	Carpenters (AFL-CIO/CLC)	250	B
Atlific Restaurants Ltd., Toronto	Hotel Employees (AFL-CIO/CLC)	225	CO
Atomic Energy Engineering Co., Sheridan Park**	Public Service Alliance of Canada (CLC)	210	CB
Atomic Energy Radio-Chemical Co., Ottawa**	CLC-Directly Chartered	232	PCF
Bata Footwear (Div. of Bata Industries), Batawa, Campbellford and Picton	Retail Clerks (AFL-CIO/CLC)	950	B
Blackstone Industrial Products Ltd., Stratford	Auto Workers (CLC) (production and laboratory empls.)	590	CO
Boise Cascade Canada Ltd., Fort Frances and Kenora	United Paperworkers (AFL-CIO/CLC) (mill empls.)	930	PCF
Brant County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	560	F
Brant County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	409	F
Cambridge Towel Mills Ltd., Cambridge	Clothing and Textile Workers (AFL-CIO/CLC)	280	B

*See page 699 for definition of codes.

**Federal jurisdiction

negotiations in Progress during September 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Canada Safeway Ltd., south-eastern Ontario	Retail Clerks (AFL-CIO/CLC) (full and part-time empls.)	1,015	B
Canadian Appliance Manufacturing Co. Ltd. (Camco), London	Steelworkers (AFL-CIO/CLC) (production and office empls.)	610	CO
Canadian Coleman Co. Ltd., Toronto	CLC - Directly Chartered	300	B
Canadian Mine Enterprises Ltd., Elliot Lake	Steelworkers (AFL-CIO/CLC)	210	B
Canadian Mine Enterprises Ltd., Sudbury	Steelworkers (AFL-CIO/CLC)	400	B
Canadian Red Cross Society, Blood Transfusion Service, Hamilton, London, Ottawa and Toronto	Cdn. Red Cross Blood Transfusion Service Employees (Ind.)	217	B
Canadian Standards Assn., Toronto	CUPE (CLC)	215	CO
Lebanon Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,100	F
Lebanon Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	780	F
Lebanon University, Ottawa	Academic Staff Assn. (Ind.) (university professors, librarians and instructors)	645	MED(R)
Lebanon University, Ottawa	Support Staff Assn. (Ind.) (clerical, technical, administrative and service empls.)	650	MED
Unified Automotive Products (Central) Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	450	B
Stam Public General Hospital	Service Employees (AFL-CIO/CLC)	210	PCB
Stam-Cola Ltd., Belleville, Hamilton, Kitchener, London, Niagara Falls, Ottawa, Peterborough, Sudbury, Toronto and Windsor	Cdn. Brewery Workers (CLC) (production empls.)	1,005	CO
Printing Devices Co., Ottawa	Employees' Assn. (Ind.)	600	B
Printing Packaging Ltd., Leaside	Printing and Graphic Communications (AFL-CIO/CLC)	525	B
De Havilland Aircraft of Canada, Ltd., Toronto	Auto Workers (CLC) (hourly-rated empls.)	2,500	WS
De Havilland Aircraft of Canada, Ltd., Toronto	Auto Workers (CLC) (office and clerical empls.)	400	MED/WS

Negotiations in Progress during September 1978 covering 200 or more Employees (Cont'

Employer and Location	Union	No. of Empls
Denison Mines, Elliot Lake**	Steelworkers (AFL-CIO/CLC) (production empls.)	1,400
Dominion Chain Co., Div. of Welland Forge Ltd., Stratford	Machinists (AFL-CIO/CLC)	425
Dominion Stores Ltd., Amherst-burg and Windsor	Steelworkers (AFL-CIO/CLC) (retail food empls.)	600
Dominion Stores Ltd., Sudbury	Retail, Wholesale Employees (AFL-CIO/CLC) (part-time empls.)	230
Domtar Packaging Ltd., Kraft Paper and Board Div., Red Rock	Cdn. Paperworkers (CLC)	439
Domtar Woodlands Ltd., Nipigon	Carpenters (AFL-CIO/CLC)	200
Drug Trading Co. Ltd., Toronto	Cdn. Chemical Workers (Ind.)	408
Dufferin-Peel Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,100
Durham Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,360
Durham Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,000
Durham Regional Municipality	CUPE (CLC) (service, office, technical and professional empls.)	325
Eddy Forest Products Ltd., Woods Operations, Espanola	Carpenters (AFL-CIO/CLC)	235
Edwards, a unit of General Signal of Canada Ltd., Owen Sound	Steelworkers (AFL-CIO/CLC)	200
Electrohome Ltd., Cambridge, Kitchener and Waterloo	Electrical Workers (IBEW) (AFL-CIO/CLC)	850
Elgin County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	441
Etobicoke Borough	Fire Fighters (AFL-CIO/CLC)	365
Falconbridge Nickel Mines Ltd., Falconbridge	Mine, Mill and Smelter Workers (Ind.)	2,900
Frontenac County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	525
Frontenac County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	500

** Federal jurisdiction

Negotiations in Progress during September 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Montenac-Lennox and Addington County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	206	F
Great Lakes Paper Co., Ltd., Thunder Bay	Carpenters (AFL-CIO/CLC) (woods empls.)	1,300	CO
Grey County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	317	F
Idimand Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	214	B
Ilton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,300	B
Ilton Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,150	B
Milton City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,135	B
Milton City Corp.	Fire Fighters (AFL-CIO/CLC)	430	ARB
Milton-Wentworth Regional Board of Commissioners of Police	Police Assn. (Ind.)	690	B
Milton-Wentworth Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ind.)	1,100	B
Survey Woods Ltd. (Hosiery and Underwear Divs.) and Kroy Unshrinkable Wools Ltd., Toronto and Woodstock	Clothing and Textile Workers (AFL- CIO/CLC)	500	B
Stings County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	590	B
Stings County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	520	B
Walker Siddeley Canada Ltd., Drenda Div., Toronto	Machinists (AFL-CIO/CLC)	415	CO
Wan T. Hepburn Ltd., Mississauga and Toronto Plants	Steelworkers (AFL-CIO/CLC)	204	MED/WS
Way Market Ltd., Kitchener and Waterloo	Retail Clerks (AFL-CIO/CLC)	260	B
Widday Inn and six other hotels, Ottawa	Hotel Employees (AFL-CIO/CLC)	1,060	CO
W-E Industries Ltd., Power Equipment Group, Mississauga	Electrical Workers (IBEW) (AFL- CIO/CLC)	230	B

Negotiations in Progress during September 1978 covering 200 or more Employees (Cont'

Employer and Location	Union	No. of Empls	Ne St
International Nickel Co. of Canada Ltd., Sudbury	Steelworkers (AFL-CIO/CLC)	11,750	WS
Kent County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	600	F
Kent County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	500	F
Kimberly-Clark of Canada Ltd., Longlac	Carpenters (AFL-CIO/CLC) (woods empls.)	700	B
Kimberly-Clark of Canada Ltd., Rexdale	Cdn. Paperworkers (CLC) (production empls.)	500	B
Kingston General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	500	B
Kitchener City Corp., Transit Div., Supply and Services Dept.	Railway, Transport and General Workers (CLC)	209	MED
Lakehead Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	640	B
Lakehead District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	320	F
Leeds and Grenville County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	535	F
Leeds and Grenville County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	353	F
Levesque Plywood Ltd., Hearst	Carpenters (AFL-CIO/CLC)	280	B
Lincoln County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	945	B
Lincoln County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	770	B
Lincoln County Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	383	F
Livingston Industries Ltd., Hagersville and Tillson- burg	Woodworkers (AFL-CIO/CLC)	1,040	B
Loblaws Ltd., Ottawa and other centres	Retail Clerks (AFL-CIO/CLC) (full and part-time empls.)	685	B
Loblaws Ltd., Toronto and other centres	Foodworkers (AFL-CIO/CLC) (full and part-time empls.)	680	B

Negotiations in Progress during September 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
London and Middlesex County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	506	F
London City Board of Education	CUPE (CLC) (office empls., full and part-time)	300	MED
London City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,275	F
London City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,110	F
Master University (Operations and Maintenance Unit and Machinists Unit), Hamilton	Service Employees (AFL-CIO/CLC)	300	B
Middlesex County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	363	F
Niagara Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	235	B
William Neilson Co. Ltd., Georgetown and Toronto	Foodworkers (AFL-CIO/CLC) (production empls.)	630	B
Wmman Steel Ltd., Oakville, St. Catharines, Stoney Creek and Sudbury	Steelworkers (AFL-CIO/CLC)	250	B
Niagara Regional Municipality (Homes for Senior Citizens), Niagara Falls, Port Colborne, St. Catharines and Welland	CUPE (CLC)	460	CO
Niagara South Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	850	MED
Niagara Structural Steel (St. Catharines) Ltd., St. Catharines	Steelworkers (AFL-CIO/CLC)	200	B
Mississauga Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	400	MED
Mississauga District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	450	F
Norfolk Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	225	F
H. Normick Ltd., Cochrane Div., Cochrane	Carpenters (AFL-CIO/CLC)	230	MED

Negotiations in Progress during September 1978 covering 200 or more Employees (Cont)

Employer and Location	Union	No. of Empls	
North York Borough Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	2,600	
North York General Hospital, Willowdale	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	515	
Northumberland and Newcastle Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	565	
Northumberland and Newcastle Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	456	
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide	OPSEU (Ind.) (support staff empls.)	7,000	
Ontario Government	OPSEU (Ind.) (clerical services category)	9,600	
Ontario Government	OPSEU (Ind.) general administration category)	4,735	
Ontario Government	OPSEU (Ind.) (general operational services category)	4,700	
Ontario Government	OPSEU (Ind.) (institutional care and correctional services category)	9,355	
Ontario Government	OPSEU (Ind.) (maintenance services category)	6,500	
Ontario Government	OPSEU (Ind.) (office services category)	7,100	
Ontario Government	OPSEU (Ind.) (scientific and professional category)	3,635	
Ontario Government	OPSEU (Ind.) (technical services category)	4,780	
Ontario Government (Employee Benefits)	OPSEU (Ind.)	52,000	
Ontario Housing Corp., province-wide	CUPE (CLC) (office and maintenance empls.)	800	
Ontario Liquor Control Board and Ont. Liquor Licence Board, province-wide	Employees' Assn. (NUPGE) (CLC)	3,485	
Ontario-Minnesota Pulp and Paper Co. Ltd., Kenora	Machinists (AFL-CIO/CLC)	200	
Ontario-Minnesota Pulp and Paper Co. Ltd., Woods Operations, Fort Frances and Kenora	Carpenters (AFL-CIO/CLC)	350	
Ontario Roadbuilders Assn. and Ont. Sewer and Water-main Contractors Assn. Labour Bureau	Intl. Operating Engineers (AFL-CIO/CLC), Labourers (AFL-CIO/CLC) and Teamsters (Ind.)	1,800	

Negotiations in Progress during September 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Ottawa Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,150	F
Ottawa Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco- Ontariens (Ind.)	1,650	F
Ottawa Civic Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	885	B
Ottawa Civic and other hospitals, province-wide	CUPE (CLC) (non-medical empls.)	13,000	CO
Ottawa Roman Catholic Separate School Board	Hotel Employees (AFL-CIO/CLC)	221	B
Ottawa Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,090	MED
Ottawa Board of Education	CUPE (CLC) (office and clerical empls.)	490	CO
Ottawa Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	2,400	F
Ottawa Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,700	F
North County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	378	B
Oxford County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	446	MED
Oxford-Victoria- Northumberland & Newcastle Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	270	F
Olinco Ford of Canada Ltd., Toronto	Machinists (AFL-CIO/CLC) (production empls.)	510	B
Phillips Electronics Ltd. (Strathroy Furniture Div.)	Christian Labour Assn. (Ind.)	200	CO
Plaza II Hotel, Toronto	Hotel Employees (AFL-CIO/CLC)	250	B
Provincial Schools Authority, province-wide	Fed. of Provincial Schools Authority Teachers (Ind.)	700	B
Rivetex Knitting Co. Ltd., Toronto	Cdn. Textile and Chemical Workers (CCU)	200	B
Riverside Ltd., Dryden	Cdn. Paperworkers (CLC) and Intl. Operating Engineers (AFL-CIO/CLC)	900	B
Simcoe County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	400	B

Negotiations in Progress during September 1978 covering 200 or more Employees (Cont.)

Employer and Location	Union	No. of Empls	No. St
Renfrew County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	435	AR
Rio Algom Ltd., Elliot Lake**	Steelworkers (AFL-CIO/CLC)	1,200	F
Riverside Hospital, Ottawa	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	250	B
P.L. Robertson Manufacturing, Div. of Procor Ltd., Milton	Steelworkers (AFL-CIO/CLC)	205	CO
Royal York Hotel, Toronto	Hotel Employees (AFL-CIO/CLC)	870	CO
St. Joseph's Hospital, Hamilton	Ont. Nurses' Assn. (Ind.)	720	B
St. Michael's Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	585	B
Salvation Army Grace Hospital, Ottawa	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	200	B
Sault Ste. Marie Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	402	AR
Sault Ste. Marie District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	304	F
Scarborough General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	580	B
Sheller-Globe of Canada (Kralinator Filters Div.), Cambridge	Steelworkers (AFL-CIO/CLC)	350	B
Simcoe County Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,285	F
Simcoe County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	940	F
Smith and Stone Ltd., Georgetown	Auto Workers (CLC)	250	B
Spruce Falls Power and Paper Co. Ltd., Kapuskasing	Carpenters (AFL-CIO/CLC) (woods empls.)	500	B
Steel Co. of Canada Ltd., Page-Hersey Works, Welland	Electrical Workers (UE) (CLC) (production and maintenance empls.)	1,000	B
Steel Co. of Canada Ltd., Tube Works, Welland	Electrical Workers (UE) (CLC) (production and maintenance empls.)	500	B
Steinberg Inc. (Miracle Mart Div.), Toronto and other centres	Foodworkers (AFL-CIO/CLC)	645	CO
Stormont, Dundas and Glengarry County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	386	B

** Federal jurisdiction

Negotiations in Progress during September 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Ormont, Dundas and Glengarry County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco- Ontariens (Ind.)	555	F
Orwal International Ltd., Pembroke	Steelworkers (AFL-CIO/CLC)	300	MED/WS
Orbury Board of Education	CUPE (CLC)	450	CO
Orbury Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco- Ontariens (Ind.)	880	F
Orbury District Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ind.)	1,040	B
Orbury Regional Police Dept.	Police Assn. (Ind.)	215	ARB
Ornybrook Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	505	B
Ornybrook Hospital and 3 other hospitals, Toronto	Service Employees (AFL-CIO/CLC) (office and clerical empls.)	685	B
Or Tamblin Ltd., various centres	Retail Clerks (AFL-CIO/CLC)	500	B
Or Textile Rental Institute of Ontario, London and Toronto	Laundry Workers (CLC)	2,000	B
Orunder Bay City Corp., Grand- view Lodge and Dawson Home for the Aged	Service Employees (AFL-CIO/CLC)	360	B
Oronto East General and Orthopaedic Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	550	B
Oronto General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	595	B
Oronto Metropolitan School Board and Boards of Education for Toronto City and the Boroughs of East York, Etobicoke, Scarborough and York	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	6,000	MED
Oronto Metropolitan Separate School Board	CUPE (CLC) (maintenance, services and plant empls.)	755	B
Oronto Transit Commission	Transit Union (AFL-CIO/CLC)	6,685	ARB
Oronto Western Hospital	Ont. Nurses' Assn. (Ind.)	585	B
Orroyal Ltd., Chemical Div., Elmira	Steelworkers (AFL-CIO/CLC)	200	MED/WS
Orversity of Toronto	Service Employees (AFL-CIO/CLC) (non-teaching empls.)	710	CO
Orversity of Toronto, Libraries	CUPE (CLC) (non-professional empls.)	340	CO

Negotiations in Progress during September 1978 covering 200 or more Employees (Cont

Employer and Location	Union	No. of Empls	
Victoria Hospital Corp., London	Office Employees (AFL-CIO/CLC)	350	A
Victoria Hospital Corp., London	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	700	B
Victoria and other area hospitals, London and other centres	Service Employees (AFL-CIO/CLC) (non-medical empls.)	3,100	C
WABCO Ltd., Stoney Creek	Electrical Workers (UE) (CLC)	230	C
Wellesley Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	360	B
Wellington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	740	B
Wellington County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	510	B
Wellington County Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	214	B
Westinghouse Canada Ltd., Hamilton	Electrical Workers (UE) (CLC) (office and clerical empls.)	350	B
Winchester Western (Canada) Ltd., Cobourg	Machinists (AFL-CIO/CLC)	200	C
Windsor Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	740	M
Workmen's Compensation Board, province-wide	CUPE (CLC) (rehabilitation workers, clerks, registered nurses, etc.)	1,200	A
York County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,250	F
York County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	960	F
York University, Toronto	Faculty Assn. (Ind.)	1,040	B
York University, Toronto	Graduate Assistants Assn. (Ind.) (part-time teachers, demonstrators, tutors and markers)	1,000	C
York University, Toronto	Staff Assn. (Ind.) (secretarial, clerical and technical empls.)	1,000	W
<u>MORE THAN ONE PROVINCE</u>			
Air Canada, system-wide**	Air Line Flight Attendants (CLC)	2,605	C
Air Canada, system-wide**	Canadian Air Line Employees (CLC) (sales dept. empls.)	2,675	B
CP Air, system-wide**	Air Line Flight Attendants (CLC)	900	B

**Federal jurisdiction

Negotiations in Progress during September 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Air, system-wide**	Air Line Pilots (Ind.)	600	CB
Canadian Lake Carriers Assn., Great Lakes and St. Lawrence**	Marine Officers (AFL-CIO/CLC) (marine engineer officers)	353	CB
Canadian Lake Carriers Assn., Great Lakes and St. Lawrence**	Merchant Service Guild (CLC) (deck officers)	427	CB
Council of Printing Industries of Canada, Hamilton, London, Ottawa and Toronto, Ont. and Montreal, Que.	Graphic Arts (AFL-CIO/CLC) (lithography empls. and photo- engravers)	2,155	B
Government of Canada (Treasury Board)**	Cdn. Postmasters and Assistants Assn. (Ind.)	8,210	B
Government of Canada (Treasury Board)**	Cdn. Union of Professional & Technical Employees (Ind.) (translation group)	1,170	B
Government of Canada (Treasury Board)**	Economists, Sociologists and Statisticians Assn. (Ind.)	2,450	ARB
Government of Canada (Treasury Board)**	Letter Carriers (CLC)	18,145	MED
Government of Canada (Treasury Board)**	Merchant Service Guild (CLC) (ships' officers)	1,330	ARB
Government of Canada (Treasury Board)**	Postal Officials (Ind.) (postal supervisors)	4,130	B
Government of Canada (Treasury Board)**	Postal Workers (CLC) (postal operations group, non- supervisory)	24,135	CB
Government of Canada (Treasury Board)**	Professional Institute (PIPS) (Ind.) (architecture and town planning group)	417	ARB
Government of Canada (Treasury Board)**	PIPS (Ind.) (commerce group)	1,505	ARB
Government of Canada (Treasury Board)**	PIPS (Ind.) (engineering and land survey group)	2,250	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (meteorology group)	500	MED
Government of Canada (Treasury Board)**	PSAC (CLC) (drafting and illustra- tion group)	2,040	B
Government of Canada (Treasury Board)**	PSAC (CLC) (engineering and scientific support group)	8,065	CB
Government of Canada (Treasury Board)**	PSAC (CLC) (financial administra- tion group)	1,705	ARB
Government of Canada (Treasury Board)**	PSAC (CLC) (fire fighters, super- visory and non-supervisory)	1,505	ARB

* Federal jurisdiction

Negotiations in Progress during September 1978 covering 200 or more Employees (Cont'

Employer and Location	Union	No. of Empls	Ne St
Government of Canada (Treasury Board)**	PSAC (CLC) (library science group)	450	B
Government of Canada (Treasury Board)**	PSAC (CLC) (office equipment operations group)	590	B
Government of Canada (Treasury Board)**	PSAC (CLC) (operational group, heating, power and stationary, supervisory and non-supervisory)	2,855	B
Government of Canada (Treasury Board)**	PSAC (CLC) (primary products inspection group)	2,745	B
Government of Canada (Treasury Board)**	PSAC (CLC) (programme administration group)	22,445	CO
Government of Canada (Treasury Board)**	PSAC (CLC) (radio operations group)	1,155	B
Greyhound Lines of Canada, system-wide**	Transit Union (AFL-CIO/CLC) (operators and maintenance and terminal empls.)	900	CO
National Research Council of Canada, Canada-wide**	Professional Institute (Ind.) (professional and scientific category)	850	B
National Research Council of Canada, Canada-wide**	Research Council Employees Assn. (Ind.) (technical category)	980	B
Northern Telecom Ltd., Ont., Man., Sask. and Alberta	Communications Workers (CLC)	1,225	B
Royal Canadian Mint, Hull, Que., Ottawa, Ont. and Winnipeg, Man.**	PSAC (CLC) (production and office empls.)	500	B
Saskatchewan Wheat Pool, Ont., Man., Sask. and B.C.**	Grain Services Union (CLC) (country elevators head office, printing and publishing, livestock and construction and repair divs.)	2,500	B
Steinberg Inc., Ottawa and other centres, Ont. and Hull and Gatineau, Que.	Retail Clerks (AFL-CIO/CLC)	1,000	B
Tele-Direct Ltd., Quebec and Ontario	Cdn. Telephone Employees Assn. (Ind.) (clerical and associated empls.)	750	B

Negotiations in Progress during September 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
-----------------------	-------	-----------------	----------------

Definitions of Codes for Negotiation Stages

B - Direct Bargaining
DMO - Direct Mediation Officer
CO - Conciliation
CB - Conciliation Board
MED - Mediation
PCB - Post Conciliation Bargaining
ARB - Arbitration
WS - Work Stoppage
B/WS - Bargaining After a Work Stoppage
MED/WS - Mediation During a Work Stoppage
F - Fact Finder
PMB - Post Mediation Bargaining
PFB - Post Fact Finder Bargaining
(R) - (R) following the stage of negotiations
indicates that the existing contract has
been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in October 1978

Employer and Location	Union	No. Emp
Allied Chemical Canada Ltd., Amherstburg	Auto Workers (CLC) (production empls.)	
American Can of Canada Ltd., Brampton	Printing and Graphic Communications (AFL-CIO/CLC)	2
Bata Footwear (Div. of Bata Industries), Batawa, Campbellford and Picton	Retail Clerks (AFL-CIO/CLC)	9
Bendix Home Systems Ltd., Hensall	Carpenters (AFL-CIO/CLC)	3
Cambridge Towel Mills Ltd., Cambridge	Clothing and Textile Workers (AFL-CIO/CLC)	2
CP Air Lines (Agents and Customer Service Representatives), province-wide	Railway Clerks (AFL-CIO/CLC)	2
Canadian Mine Enterprises, Elliot Lake and Sudbury	Steelworkers (AFL-CIO/CLC)	6
Canadian National Institute for the Blind (Caterplan Services Div.), province-wide	Service Employees (AFL-CIO/CLC)	3
Continental Group of Canada Ltd. (Mount Dennis Plant #530), Toronto	Printing and Graphic Communications (AFL-CIO/CLC)	3
Dayton-Walther Co. Ltd., Guelph	Steelworkers (AFL-CIO/CLC)	2
Denison Mines, Elliot Lake	Steelworkers (AFL-CIO/CLC) (production empls.)	1,4
Imperial Leaf Tobacco Co. of Canada Ltd., Aylmer	Cdn. Chemical Workers (Ind.)	3
Livingston Industries Ltd., Tillsonburg	Woodworkers (AFL-CIO/CLC)	6
Northern Telecom Ltd. (Telephone Distributing House - Shop and Warehouse), York County	Communications Workers (CLC)	3
Northern Telecom Ltd. (Western Region Installations), Intercity	Communications Workers (CLC)	8
Ontario Precast Concrete Manufacturers Assn.	Labourers (AFL-CIO/CLC)	3
Oshawa City Corp.	CUPE (CLC) (office, clerical and technical empls.)	2
Rio Algom Ltd. (Nordic and Quirke Mines), Elliot Lake	Steelworkers (AFL-CIO/CLC)	1,2
Star Slipper Co. - Valenti Shoes Ltd., Toronto	Foodworkers (AFL-CIO/CLC)	2
Treasury Board of Canada	Professional Institute (Ind.) (medicine group)	2
Treasury Board of Canada	Public Service Alliance of Canada (PSAC) (CLC) (primary products inspection group)	6
Treasury Board of Canada	Postmasters' Assn. (revenue postal operations group)	3,3

CA1

L

-C53

Government
Publications



Labour
Canada

Travail
Canada



Ontario

LABOUR CANADA
OTTAWA

ONTARIO / MINISTRY OF LABOUR
TORONTO

17 COLLECTIVE BARGAINING SETTLEMENTS
(AND NEGOTIATIONS) IN ONTARIO
October 1978



Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

Foreword

This report consists of four sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in October 1978 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries - the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

Some of the settlements note that the wage increases are subject to the approval of the Anti-Inflation Board. This note is generally included only when part of an increase is withheld pending the Board's decision. It is not extended to other settlements which may require AIB approval, even if the wage increases appear to exceed the anti-inflation guidelines.

The second section of the report lists rulings made by the Anti-Inflation Board in October 1978 on settlements which were reported previously. The list includes only those rulings which have come to the attention of the Ministry and it may be incomplete. The action taken by the Board is indicated in terms of whether the Board approved or disapproved the settlement.

The third section lists the negotiations underway in October 1978. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The fourth section lists the agreements that are scheduled to expire in November 1978.

This report was prepared jointly by Labour Canada and the Ontario Ministry of Labour. Labour Canada reports on non-construction situations covering 500 or more employees. The Ontario Ministry of Labour reports on non-construction situations covering 200 to 499 employees and on all construction situations covering 200 or more employees.

November 29, 1978

Contents

	Page
Index to Settlements Reported	701
October 1978 Settlements	
Food and Beverage	705
Leather	705
Knitting Mills	706
Furniture and Fixture	707
Paper and Allied	708
Primary Metal	711
Metal Fabricating	712
Transportation Equipment	714
Electrical Products	718
Miscellaneous Manufacturing	720
Forestry	721
Transportation	722
Wholesale Trade	723
Retail Trade	723
Finance, Insurance and Real Estate	728
Education and Related Services	729
Health and Welfare Services	737
Services to Business Management	738
Personal Services	739
Federal Administration	740
Provincial Administration	744
Local Administration	745
Construction	746
Addendum	
May 1978 Settlements	747
September 1978 Settlements	750
Anti-Inflation Board Rulings in October 1978	751
Negotiations in Progress during October 1978	
Covering 200 or More Employees	752
Collective Bargaining Agreements Covering 200 or More Ontario Employees Expiring in November 1978	765

Highlights

Logging Settlements. In late October, 1,300 woodlands employees of Great Lakes Paper Company in Thunder Bay ratified a two-year agreement, the terms of which will set a pattern for contracts covering an additional 5,000 bush workers at 7 other major and several smaller logging companies in Northwestern Ontario. The agreement will also influence negotiations involving a similar number of workers in sawmills, particle-board, plywood and other plants throughout the region. Most of the bush workers, represented by two locals of the Lumber and Sawmill Workers' section of the Carpenters' Union, had been without current contracts since August 31. The Union, which is conducting simultaneous negotiations with individual companies, included on its bargaining agenda a \$1.00 per hour wage increase in each year of a two-year contract, improvements in a number of benefits and reinstatement of a cost-of-living clause, dropped from their last agreements in order to comply with AIB guidelines.

The new agreement between Great Lakes Paper and Local 2693 of the union was reached in conciliation and called for a general hourly wage increase of 52 cents retroactive to September 1, 1978, plus a further 49 cents in the second year. The negotiated package also contained improvements in the overtime, shift premium and paid vacation provisions, and higher mileage, travel and power saw allowances. Revisions in the health and welfare area included increased life insurance and weekly indemnity benefits, updating of the dental plan, and the implementation of a long-term disability plan providing for 50 per cent of a workers' regular earnings.

As of the end of October, all but two of the remaining major companies participating in the 1978 round of woodlands negotiations (Abitibi, American Can, Domtar, Eddy Forest Products, Kimberly Clark and Spruce Falls Power and Paper) were at the conciliation stage of bargaining. Negotiations were about to commence at Reed Ltd. in Dryden, where the agreement with Local 2693 expired on September 30. In the meantime, mediation talks were under way between Boise Cascade Canada (formerly Ontario Minnesota Pulp and Paper Company) and its 320 striking loggers, who walked off their jobs in protest against the management's proposal to expand an owner-operator piece-work system in the Fort Frances woodlands operation. The strike, which began there as an illegal walkout in early July, became legal on October 11 and spread to the company's operation in Kenora after contract negotiations broke over the same issue.

Soft Drink Workers Settlement. A province-wide settlement between Coca-Cola Ltd. and 1,000 members of the Canadian Union of Brewery Workers was concluded in conciliation in early October. The settlement was negotiated by the Soft Drink Workers Joint Local Executive Board acting on behalf of the company's production, sales and office employees in 10 Ontario locations and resulted in 15 separate one-year renewal agreements running until July 27, 1979. The settlement provided an average wage

increase of 7.9 per cent spread over all agreements, and giving the workers wage increases of 54 to 62 cents per hour depending upon classification. The increases are protected by a cost-of-living escalator with a .35 adjustment factor, triggered as soon as the July 1978 Consumer Price Index is exceeded by 8 per cent. The settlement also contained higher hiring rates for full-time, part-time and temporary employees, an increased lead hand differential and revised vacation entitlement and seniority provisions. The key bargaining issue pertaining to job classifications for outside employees was resolved by giving senior employees the right to choose the most advantageous sales routes, with future vacancies on any route filled through the job posting procedure. The company also agreed to negotiate the proposed amendments to the pension plan during the coming months.

Alcan Settlements. A settlement at Alcan Canada Products, covering 1,200 members of the United Steelworkers of America, Local 343, and the International Association of Machinists, Lodge 54, ended a 15-week strike at the Kingston rolling mill, the company's largest Canadian fabricating facility. An Alcan proposal for an option to institute 24-hour seven days-a-week work schedules during peak periods was the key issue contributing to the work stoppage initiated by members of the two bargaining units in early July. This issue was resolved in mid-August, prior to the final round of mediation which dealt with the remaining contentious items, including the introduction of a cost-of-living provision in the second instead of the third year of the proposed contract, the company's refusal to back-date a new contract to the May 17, 1978 expiry date of the last one, and pension plan amendments.

The settlement, which was ratified by both units on October 19, resulted in two 34-month agreements providing first year hourly wage increases of 51 cents paid retroactively to May 18, 41 cents in the second year and 30 cents in the final 10 months, during which a triggered cost-of-living escalator will be in effect. Other improvements included increases in shift premiums, meal and safety shoe allowances and a company-paid dental plan beginning in the second year of the contracts. The parties also signed a letter of understanding regarding the introduction of continuous operation in certain parts of the plant, with the manpower demands met by first offering overtime to the regular employees and, if the voluntary system fails, by hiring students on a temporary basis before instituting an extended production schedule.

The 1978 Alcan Canada Products negotiations in Ontario involved a further 1,200 workers employed at the company's 10 plants in Toronto and four other locations, covered by 11 separate agreements due for renewal between March and September. The negotiations were conducted on an individual basis, with the Steelworkers and three other unions involved coordinating their bargaining strategy. Three of the agreements expired before the

April 14 termination date of the AIB controls and were renewed for either a one or two-year term in the first half of 1978. Six of the remaining 8 post-controls bargaining situations involved work stoppages staged over the issues of wages, benefits and several non-monetary items. By the end of October, direct negotiations were proceeding on contract renewal for the guard unit in Kingston, while three production units in Aurora and Bracebridge had reached agreements on terms similar to those offered to the Kingston Works employees. The remaining units, on strike at four Toronto plants, were attempting to resolve their disputes with the help of provincial mediators.

Aircraft Industry Settlements. Negotiations between de Havilland Aircraft of Canada and about 3,150 members of two locals of the United Autoworkers (UAW) at the Downsview plant in Toronto were concluded in late October. The settlement, which resulted in a three-year renewal agreement covering production and maintenance workers and a 34-month contract covering clerical employees, was achieved in mediation following a 15-week strike over wages, pension and health benefits improvements and some non-monetary matters. The latter included the issue of establishing a common expiry date for both contracts which terminated at the end of June and August 1978, respectively. The final company offer of a 10 per cent general wage increase plus a cost-of-living package and improved pension benefits was accepted by the production and office groups, but was initially rejected by skilled tradesmen. Under the UAW constitution, the tradesmen have separate ratification rights giving them the power to veto a collective agreement if issues of special concern to them are not satisfactorily resolved. The tradesmen's complaints related to the variation in wage adjustments for different skill classifications, the amount of the general wage increase in the first year and protection against contracting out of their work. The strike was ended only after the UAW international executive board, on recommendation of the union's Canadian director, reviewed the issues, concluded that they did not warrant a continuation of the walkout and withdrew the union's approval for the strike action.

The new settlement included a general wage increase of 4 per cent in the first year and 3 per cent in each in the two succeeding years plus continuation of the present cost-of-living formula with a .3 adjustment factor. It also provided for a partial fold-in of cost-of-living increases generated under the previous agreements, as well as an average of 9 cents per hour in classification adjustments, with up to 22 cents applied within the skilled trades. Other contract changes included liberalized eligibility rules for three to five weeks of paid vacation, improved health care benefits (with audio and vision care added), and a dental plan directly funded by the employer. The plan was previously financed in part by a 2-cent COLA diversion. The pension plan was amended to provide higher basic and supplementary benefits and a reduced early retirement age with a guaranteed

monthly benefit of \$600. The employer also agreed to contribute to a new union education fund and to pay the production unit representatives for a defined time spent on resolving matters related to the administration of the agreement.

The new de Havilland agreement generally followed the U.S. aerospace industry pattern established in late 1977 in a three-year pact between the International Association of Machinists and Boeing Company, and subsequently accepted by some 175,000 industry workers in the United States. Three other major Ontario aircraft manufacturers concluded settlements closely resembling the U.S. pattern, with the economic packages tailored to fit the needs of Canadian workers. The three-year agreements between the United Autoworkers and Spar Aerospace in Toronto, and McDonnell Douglas Canada in Mississauga, were reached in February and June at the post-conciliation and post-mediation stages of bargaining, respectively. The four separate contracts covered over 2,400 production and office employees and included the conventional 3 per cent annual wage increases, the fold-in of COLA allowances generated under previous contracts, and continuation of the existing cost-of-living formula with .3 adjustment factor. The first year compensation increases in these agreements were subject to anti-inflation guidelines. Evaluated at about 9 per cent at Spar and 8 per cent at McDonnell they were approved by the AIB as negotiated [see pp. 64-66 and 367-369 of the February and June issues of this report for details of these settlements]. Finally, another October settlement concluded in post-conciliation bargaining contained terms similar to the U.S. pattern, but spread over a two-year period only. It covered 415 members of the International Association of Machinists employed by the Orenda Division of Hawker Siddeley Canada in Toronto. The new contract, effective September 23, 1978, included a three-step wage increase of between 64 and 82 cents per hour, amounting to almost 11 per cent over two years, plus a 70-cent COLA fold-in. The cost-of-living provision was modified to provide adjustments tied to a .3 change in the CPI and capped at 11 cents per quarter.

Index to Settlements Reported, October 1978

Employer and Location	Union	Page
Abitibi Paper Co. Ltd. (Iroquois Falls, Sault Ste. Marie, Smooth Rock Falls and Thunder Bay Divs. in Ont., Beupre Div. in Que. and Pine Falls Div. in Man.) and Abitibi Forest Products Ltd. (Sturgeon Falls and Thunder Bay Divs.)	Office Employees (AFL-CIO/CLC)	708
Air Canada, system-wide	Air Line Flight Attendants (CLC)	722
Alcan Canada Products Ltd., Kingston	Steelworkers (AFL-CIO/CLC) (production empls.) and Machinists (AFL-CIO/CLC) (maintenance and die shop empls.)	711
American Can of Canada Ltd., Malton	Sheet Metal Workers (AFL-CIO/CLC)	747
Atomic Energy of Canada Ltd., Engineering Co., Mississauga	PSAC (CLC) (drafting and illustrating empls.)	738
Boilermaker Contractors' Assn., Canada-wide	Boilermakers (AFL-CIO/CLC)	746
Canadian Appliance Manufacturing Co. Ltd., London	Steelworkers (AFL-CIO/CLC) (production and office empls.)	718
Canadian Coleman Co. Ltd., Toronto	Federal Union (CLC)	713
Canadian Pacific Hotels Ltd. (Royal York Hotel), Toronto	Hotel Employees (AFL-CIO/CLC)	739
Carleton University, Ottawa	Support Staff Assn. (Ind.) (clerical, technical, administrative and service empls.)	734
Coca-Cola Ltd., Belleville, Hamilton, Kitchener, London, Niagara Falls, Ottawa, Peterborough, Sudbury, Toronto and Windsor	Cdn. Brewery Workers (CLC)	705
Computing Devices Co., a div. of Control Data Canada, Ltd., Ottawa and Stittsville	Employees' Assn. (Ind.) (clerical, plant and technical empls.)	720
DRG Packaging (Div. of DRG Ltd.), Toronto	Printing and Graphic Communications (AFL-CIO/CLC) (printing empls.)	710
de Havilland Aircraft of Canada Ltd., Toronto	Auto Workers (CLC)	714
Dominion Stores Ltd., Amherstburg and Windsor	Steelworkers (AFL-CIO/CLC) (full and part-time retail food empls.)	723
Dominion Stores Ltd., Sarnia	Steelworkers (AFL-CIO/CLC)	725
Dominion Stores Ltd., Sudbury	Retail, Wholesale and Department Store Union (AFL-CIO/CLC) (part-time empls.)	726

Index to Settlements Reported, October 1978 (Cont'd)

Employer and Location	Union	Page
Domtar Inc., Packaging Group, Kraft Paper and Board Div., Red Rock	Cdn. Paperworkers (CLC)	709
Drug Trading Co. Ltd. and Druggists' Corp. Ltd., Toronto	Cdn. Chemical Workers (Ind.) (office and clerical and warehouse empls.)	723
Dufferin-Peel Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	750
Durham Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	729
Durham Regional Municipality	CUPE (CLC)	745
Government of Canada (Treasury Board)	Letter Carriers (CLC) (postal operations group, non-supervisory external mail collection and delivery services)	740
Government of Canada (Treasury Board)	Professional Institute (PIPS) (Ind.) (architecture and town planning group)	740
Government of Canada (Treasury Board)	PIPS (Ind.) (meteorology group)	741
Government of Canada (Treasury Board)	Public Service Alliance of Canada (PSAC) (CLC) (financial administration group)	741
Government of Canada (Treasury Board)	PSAC (CLC) (firefighters, supervisory and non-supervisory)	742
Government of Canada (Treasury Board)	PSAC (CLC) (heating, power and stationary plant operation group - supervisory and non-supervisory empls.)	743
The Great Atlantic & Pacific Co. of Canada Ltd., province-wide	Foodworkers (AFL-CIO/CLC)	727
Great Lakes Paper Co. Ltd., Thunder Bay	Carpenters (AFL-CIO/CLC) (woods operations)	721
Hamilton City Board of Education	CUPE (CLC) (caretaking and maintenance empls. and bus drivers)	729
Hamilton City Board of Education	CUPE (CLC) (cleaners and cooking staff)	730
Harvey Woods Ltd. (Underwear and Hosiery Divs.), Woodstock and Kroy Unshrinkable Wools Ltd. (a subsidiary of Harvey Woods), Toronto	Clothing and Textile Workers (AFL-CIO/CLC)	706
Hawker Siddeley Canada Ltd., Orenda Div., Mississauga	Machinists (AFL-CIO/CLC)	716

Index to Settlements Reported, October 1978 (Cont'd)

Employer and Location	Union	Page
John T. Hepburn, Ltd., Mississauga and Toronto	Steelworkers (AFL-CIO/CLC) (hourly-rated empls.)	712
Kekehead Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	730
Coln County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	731
Coln County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	731
London City Board of Education	CUPE (CLC) (office and clerical empls., full and part-time)	731
Middlesex County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	732
National Research Council of Canada, Canada-wide	PIPS (Ind.) (professional and scientific category) (research officers and research council officers)	744
Mississauga Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	732
Ontario Housing Corp. and all Housing Authorities, province-wide (except Metro Toronto)	CUPE (CLC) (office and maintenance empls.)	728
Ontario Board of Education	CUPE (CLC) (office, clerical, library technicians and non-academic clerical lay assistants)	733
Ontario County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	733
Orlowski Electronics Ltd., Strathroy Furniture Div.	Christian Labour Assn. (Ind.)	719
Packaging Ltd., Toronto	Printing and Graphic Communications (AFL-CIO/CLC)	710
Perth County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	733
Robertson Mfg., Div. of Procor Ltd., Milton	Steelworkers (AFL-CIO/CLC)	712
St. Mary's of the Lake Hospital, Kingston	Employees' Assn. (Ind.)	737
St. Marie Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	734
Slipper Co., Ltd. and Valenti Shoe Ltd., Toronto	Foodworkers (AFL-CIO/CLC)	705

Index to Settlements Reported, October 1978 (Cont'd)

Employer and Location	Union	Page
Storwal International Inc., Pembroke	Steelworkers (AFL-CIO/CLC)	707
Thunder Bay City Corp. (Grandview Lodge and Dawson Court, Homes for the Aged)	Service Employees (AFL-CIO/CLC)	738
University of Toronto	Service Employees (AFL-CIO/CLC) (non-teaching, non-clerical empls.)	735
WABCO Ltd., Stoney Creek Plant	Electrical Workers (UE) (CLC) (hourly-rated empls.)	717
Winchester-Western (Canada) Ltd., Cobourg	Machinists (AFL-CIO/CLC)	714
Workmen's Compensation Board, province-wide	CUPE (CLC) (rehabilitation workers, clerks, registered nurses, etc.)	744
York University, Toronto	Graduate Assistants Assn. (Ind.) (Unit 1 - graduate student part- time faculty and Unit 2 - non- graduate student part-time faculty)	736
York University, Toronto	Staff Assn. (CCU) (secretarial, clerical and technical empls.)	736

FOOD AND BEVERAGE

Coca-Cola Ltd. at Belleville, Hamilton, Kitchener, London, Niagara Falls, Ottawa, Peterborough, Sudbury, Toronto and Windsor - Various Locals, Canadian Brewery Workers (CLC): Ten 12-month renewal agreements covering plant and sales employees and five 12-month agreements covering office employees, all effective from July 28, 1978 to July 27, 1979. Total employee coverage is 1,000. Settled at the conciliation officer stage. Duration of negotiations - 6 months.

Wages: Effective July 28/78

 Increase A weighted average of 7.9%,
 spread over all the agreements

Production

Job Class 1 \$7.34
(includes General (\$6.80)
Help)

Job Class 7 \$8.54
(includes Journeyman (\$7.92)
Automotive Maintenance
Man)

Hiring Rate - \$1 (50¢) per hour less than Job Rate.
3-Month Rate - 50¢ (25¢) per hour less than Job Rate.
Temporary Employees - \$1.45 (95¢) per hour less than Job Rate.
Part-time Employees - \$5.10 (\$4.80) per hour.
Lead Hands - 50¢ (25¢) differential.

Office

(Weekly Rates)

Wage Bracket 1 \$150-\$170
(includes Junior Clerk) (\$137-\$158)

Wage Bracket 3 \$218-\$260
(includes Principal (\$201-\$243)
Clerk)

Cost of Living Allowance (new): 1¢ for each 0.35 point increase in the Consumer Price Index - 1971=100. Triggered if the Index rises by more than 8% over the July 1978 level. Any allowance generated will be paid as a lump sum to all regular employees with the Company as of August 1, 1979. Should a new Index be instituted, an equivalent point increase factor will be adopted.

Paid Vacation: Effective in 1979, 5 weeks after 20 (22) years.

LEATHER

Star Slipper Co., Ltd. and Valenti Shoe Ltd. at Toronto - Local 82, Foodworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from October 4, 1978 to October 3, 1981, covering 370 employees, settled at the bargaining stage. Duration of negotiations - 1½ months.

Wages: Effective Oct. 4/78 Oct. 4/79

 General Increases 25¢ 20¢

	<u>Oct. 4/78</u>	<u>Oct. 4/79</u>
Labour (non-incentive)	\$4.37 (\$4.12)	\$4.57
Labour (incentive)	\$3.84-\$4.37 (\$3.59-\$4.12)	\$4.04-\$4.57
Wage Reopener:	Wages for the third contract year will be reopened by no later than July, 1980.	
Cost of Living Allowance (new):	Effective October 4, 1979, 2c per 1% rise in the Consumer Price Index - 1971=100. Triggered at 6%. One time adjustment October 4, 1979.	
Vacation Pay:	Effective October 4, 1978, 6% vacation pay for over 8 (10) years' service.	
Bereavement Leave (new):	Effective October 4, 1978, 1 day's paid leave is granted upon the death of a husband, wife, father or mother.	

KNITTING MILLS

Harvey Woods Ltd. (Underwear and Hosiery Divisions) at Woodstock, and Kroy Unshrinkable Wools Ltd. (a subsidiary of Harvey Woods) at Toronto - Locals 717, 986T and 1300, Clothing and Textile Workers (Textile Division) (AFL-CIO/CLC): Three 24-month renewal agreements effective from September 1, 1978 to August 31, 1980, covering a total of 550 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/78</u>	<u>Sept. 1/79</u>
	General Increases	7%	7.5%
	Adjustment (various classifications, chiefly in the mechanical area)	15%, on the average	
	Warehouseperson	\$4.57 (\$4.27)	\$4.91
	Shop Mechanic (Hosiery Area)	\$7.17 (\$6.10)	\$7.71
Paid Holidays:	1 floating holiday is added, for a total of 12 days.		
Paid Vacation:	Effective for 1978-79, 3 weeks after 7 (8) years' service and 4 weeks after 14 (15) years. Effective for 1979-80, 6 weeks (new) after 30 years.		
Health and Welfare:	<u>Life Insurance</u> - Effective December 1, 1978, \$2,000 (\$1,500) coverage.		
	<u>Paid-up Life Insurance (Retirees)</u> - Effective December 1, 1978, \$2,000 (\$1,500) coverage.		
	<u>Weekly Indemnity</u> - Effective December 1, 1978, benefits are payable from first day of hospitalization, regardless of length of stay (previously, only if hospitalized for 5 days or more).		

Supplementary Health Care - Effective September 1, 1979, eyeglass coverage is added. Maximum benefit is \$40 every 2 years for employees and dependents.

FURNITURE AND FIXTURE

Storwal International Inc. at Pembroke - Local 3257, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from October 20, 1978 to October 19, 1980, covering 284 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 6 months.

Wages: \$200 settlement pay.

A co-operative wage study plan is being implemented. Non-incentive workers are under this new system effective October 20, 1978. Incentive workers will remain under the old system for the present.

Under a CWS system a base rate is established, and a general base rate increase and increment increase are negotiated. The new rates reported below belong to such a CWS system, while the previous rates reflect the old incentive - non-incentive system.

Effective	<u>Oct. 20/78</u>	<u>Apr. 27/79</u>	<u>Apr. 27/80</u>
Incentive Increases	30¢	25¢	16¢
Non-Incentive Increases	Base rate is \$4.00	Base Rate is \$4.15	Base Rate is \$4.28
	Base Rate in- crease is 15¢	Base Rate in- crease is 13¢	Base Rate in- crease is 16¢
	Increment is 9¢	Increment is 10¢	Increment is 10¢
Job Class 1 (Labourer)	\$4.15 (\$4.09)	\$4.28	\$4.44
Job Class 17 (includes Main- tenance Mechanic)	\$5.59 (\$4.61)	\$5.88	\$6.04

Probationary Period: 45 days worked (previously, 30 working days).

Paid Vacation: Effective in the second contract year, 3 weeks after 6 (7) years' service.

Health and Welfare: Life Insurance and A.D. & D. - Effective in the first contract year, \$7,500 (\$5,000) coverage. Effective in the second contract year, \$10,000.

Weekly Indemnity Plan - Effective October 20, 1978 on new claims only, benefit is \$160 (\$133) per week, or the UIC maximum if greater.

Pension Plan: Basic Benefit - Effective October 20, 1978, \$5 per month per year of service. (Previously, amount of benefit was based on earnings.)

PAPER AND ALLIED

Abitibi Paper Company Ltd. (Iroquois Falls, Sault Ste. Marie, Smooth Rock Falls and Thunder Bay Divisions in Ontario, Beaupre Division in Quebec and Pine Falls Division in Manitoba) and Abitibi Forest Products Ltd. (Sturgeon Falls and Thunder Bay Divisions) - Various Locals of Office Employees (AFL-CIO/CLC): Thirteen 24-month renewal agreements effective from May 1, 1978 to April 30, 1980, covering 246 Abitibi Paper Company employees and 84 Abitibi Forest Products employees, settled at the bargaining stage. Duration of negotiations - 1 week.

Wages:	Effective	May 1/78	May 1/79
	General Increases	6%	5%
	Grade 11 (includes Clerk-Typist) - 7-day operation	\$1,070-\$1,138 (\$ 974-\$1,039)	\$1,124-\$1,195
	Talleyman C - 6-day operation	\$1,270-\$1,335 (\$1,169-\$1,232)	\$1,334-\$1,402
	Grade G (includes Design Draftsman) - 7-day operation	\$1,543-\$1,839 (\$1,421-\$1,700)	\$1,620-\$1,931
	Probationary period is 4 (3) months. Maximum rates are reached after three 6-month and 3 annual increases, based on satisfactory performance.		
Shift Premium:	Effective May 1, 1978, 0-18¢-23¢ (0-15¢-20¢) and, effective May 1, 1979, 0-20¢-25¢.		
Overtime Pay:	Time and one-half after 36½ (40) hours.		
Paid Vacation:	Effective January 1, 1979, 4 weeks after 12 (15) years and 5 weeks after 22 (25) years.		
Health and Welfare:	<u>Group Life Insurance</u> - Effective September 1, 1978, \$25,000 (\$19,500) coverage. Employee pays 30¢ per \$1,000 coverage per month. <u>OHIP</u> - Effective May 1, 1978, employer pays \$19 (\$11.50) per month for single employees and \$38 (\$24) per month for married employees. <u>Extended Health Care Plan (new)</u> - Effective August 1, 1978, Plan provides semi-private coverage and prescription drug coverage. Deductible is \$10 for single and \$20 for married employees. Employer pays current premiums of \$1.35 per month for single coverage and \$4.65 per month for family coverage. <u>Dental Plan (new)</u> - Effective August 1, 1978, employer pays 100% of cost of Blue Cross type Dental Plan #7 with Riders 1, 2 and 3. 50% co-insurance for Riders 2 and 3. Current premiums are \$5.32 per month for single coverage and \$19.13 per month for family coverage. Payments are based on the 1978 Ontario Dental Association schedule of fees.		
Pension Plan:	<u>Retirement Income Plan</u> - Effective May 2, 1978, bridging supplement is \$9 (\$7) per month times years of service, to a maximum of 30 years, for an employee 62 years of age with at least 20 years of service. Effective May 2, 1979 at 61 years of age.		

Effective May 2, 1978, increase of 25% in pension credit during the period January 1, 1973 to December 31, 1977 and increase of 6% in pension credit accrued as at December 31, 1977.

Promotion Increase: 4% (3%) of current monthly salary.

Domtar Inc., Packaging Group, Kraft Paper and Board Division at Red Rock - Locals 255 and 528, Canadian Paperworkers (CLC): A 24-month renewal agreement effective from May 1, 1978 to April 30, 1980, covering 440 employees, settled at the post mediation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>May 1/78</u>	<u>May 1/79</u>
General Increases		47¢	43¢
COLA Fold-in		24¢*	
Base Rate		\$7.46 ((\$6.75))	\$7.89
Journeyman A		\$9.78	\$10.21
Millwright		(\$9.07)	

*Generated under the 1973-1975 agreement.

Shift Premium: 0-18¢-23¢ (0-15¢-20¢). Effective May 1, 1979, 0-20¢-25¢.

Paid Vacation: Effective January 1, 1979, 4 weeks after 12 (15) years of service and 5 weeks after 22 (25) years.

Bereavement Leave: Effective October 27, 1978, 5 (3) days' paid leave in the event of death of husband, wife, son or daughter.

Health and Welfare: OHIP - Effective May 1, 1978, employer pays 100% (unchanged) of cost of plan. Current premiums are frozen at \$19 per month for single coverage and \$38 per month for family coverage.

Pension Plan: Pension Credit - Effective May 2, 1978, an increase of 25% in pension credit accrued from January 1, 1973 to December 31, 1977, an increase to 62½% in pension credit accrued from January 1, 1963 to December 31, 1965, an increase of 6% in pension credit accrued from January 1, 1963 to December 31, 1977, and an increase of 6% in accrued pensions up to and including December 31, 1962.

Early Retirement - Effective May 2, 1978, at age 62 with 15 years' service. Effective May 2, 1979, employees may retire at age 61 with no actuarial reduction and a minimum monthly guarantee of \$9 times years of contributory service (new). Under age 61 with 15 years service, pension is based on the following actuarial factors:

<u>Age</u>	<u>Present Factors</u>	<u>Improved Factors</u>
60	84%	92%
59	76	84
58	68	76
57	60	68
56	55	60
55	50	55

Bridging Supplement (new) - Effective May 2, 1978, \$9 per month times years of service up to 30 years for employees who retire at age 62 and over with at least 20 years' service. Effective May 2, 1979 at age 61.

Metrification (new): Employer pays 50% of the difference between Government allowance and actual cost of first purchased metric tools, if and when required.

Reed Packaging Ltd. at Toronto - Local 466, Printing and Graphic Communications (AFL-CIO/CLC): A 24-month renewal agreement effective from June 23, 1978 to June 22, 1980, covering 255 employees, settled with mediation assistance. Duration of negotiations - 4½ months.

Wages:	Effective	June 23/78	June 23/79
	General Increases	6%	7%
	Helper-General	\$5.78 (\$5.45)	\$6.18
	Electrician I	\$7.96 (\$7.51)	\$8.52

Paid Vacation: Effective October 1, 1978, 5 weeks after 24 (25) years' service. Effective January 1, 1979, 5 weeks after 23 years.

Health and Welfare: Life Insurance and A.D. & D. - Effective October 1, 1978, \$10,000 (\$7,500) coverage.

Weekly Indemnity - Effective October 1, 1978, Plan pays benefits equalling 66 2/3% (60%) of employee's weekly basic wage, to a maximum of \$160 (\$90) per week. Maximum will match requirements under the UIC Act.

Major Medical - Effective October 1, 1978, 80%/20% co-insurance is eliminated.

Meal Allowance: Effective October 1, 1978, \$1.50 (\$1.25). Effective June 23, 1979, \$1.75.

DRG Packaging (Division of DRG Limited) at Toronto - Local 466, Printing and Graphic Communications (AFL-CIO/CLC) (printing employees): A 24-month renewal agreement effective from September 1, 1978 to August 31, 1980, covering 500 employees, settled at the conciliation officer stage. Duration of negotiations - 6 months.

Wages:	Effective	Sept. 4/78	Sept. 3/79	Mar. 3/80
	General Increases	6%	6.5%	10¢
	Group 20 (includes Belt Packer)	\$4.71-\$5.09 (\$4.44-\$4.80)	\$5.02-\$5.42	\$5.12-\$5.52
	Group 16 (includes Cutter Helper)	\$5.66-\$5.90 (\$5.34-\$5.57)	\$6.03-\$6.28	\$6.13-\$6.38

	<u>Sept. 4/78</u>	<u>Sept. 3/79</u>	<u>Mar. 3/80</u>
Group 1 (includes Electronic Specialist)	\$8.22-\$8.94 (\$7.75-\$8.43)	\$8.75-\$9.52	\$8.85-\$9.62
Paid Vacation:	4 weeks after 13 (14) years' service in the first year of the agreement and 4 weeks after 12 years in the second year.		
Health and Welfare:	<u>Life Insurance and A.D. & D.</u> - Effective January 1, 1979, \$6,000 (\$5,000) coverage. Effective January 1, 1980, \$7,000.		
Pension Plan:	<u>Basic Benefit</u> - Effective in 1979, \$7.50 (\$7) per month per year of service. Effective in 1980, \$8.50.		
Meal Allowance:	\$2.50 (\$2).		
Safety Shoe Allowance:	Effective January 1, 1979, \$20 (\$16) per year.		
Prescription Safety Glasses (new):	Effective January 1, 1979, \$15 once every 2 years for Maintenance Department employees.		

PRIMARY METAL

Alcan Canada Products Ltd. at Kingston - Local 343, Steelworkers (AFL-CIO/CLC) (production employees) and Local 54, Machinists (AFL-CIO/CLC) (maintenance and die shop employees): Two 34-month renewal agreements effective from July 18, 1978 to May 17, 1981, with wages retroactive to May 18, 1978, covering 1,200 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 8 months.

Wages:	Effective	<u>May 18/78</u>	<u>July 18/79</u>	<u>July 18/80</u>
General Increases		51¢	41¢	30¢
General Labour		\$6.59 (\$6.08)	\$7.00	\$7.30
Machinist "A"		\$8.315 (\$7.805)	\$8.725	\$9.025

Cost of Living Allowance (new): Effective July 18, 1980, 1¢ per 0.3 point increase in the Consumer Price Index - 1971=100, using June 1980 as the base Index month. To be adjusted quarterly. Triggered at 20¢ and allowed to float.

Shift Premium: Effective October 19, 1978, 0-24¢-29¢ (0-23¢-27¢). Effective July 18, 1979, 0-25¢-31¢.

Health and Welfare: Dental Plan (new) - Effective July 18, 1979, employer pays 100% of premium costs for basic Blue Cross #7 Preventive Dental Plan. Payments are based on the 1978 Ontario Dental Association fee schedule.

Meal Allowance: \$2.50 (unchanged) after 2 hours of overtime, plus an additional \$2.50 after 6 hours of overtime (new).

Safety Boot Allowance (new): Effective October 19, 1978, \$25 per year.

METAL FABRICATING

John T. Hepburn, Limited at Mississauga and Toronto - Local 3335, Steelworkers (AFL-CIO/CLC) (hourly-rated employees): A 24-month renewal agreement effective from May 19, 1978 to May 18, 1980, covering 200 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 6 months.

Wages:	Effective	<u>May 19/78</u>	<u>May 19/79</u>
	General Increases	7.5%	6%
	Unskilled Labour	\$6.41 (\$5.96)	\$6.80
	Master Electrician	\$8.75 (\$8.14)	\$9.28
Cost of Living Allowance (new):	Effective May 1, 1979, 1¢ for each 0.4 point change in the Consumer Price Index - 1971=100. Triggered at 4%. To be adjusted quarterly.		
Shift Premium:	0-27¢-32¢ (0-25¢-30¢). Effective May 19, 1979, 0-29¢-34¢.		
Paid Holidays:	1 floating day is added, to be replaced by Heritage Day if proclaimed, for a total of 11 days.		
Paid Vacation:	Effective in 1979, 4 weeks after 14 (15) years of service and 3 weeks after 5 (6) years.		
Health and Welfare:	<u>Life Insurance and A.D. & D.</u> - \$9,000 (\$7,000) coverage.		
	<u>Weekly Indemnity Plan</u> - Benefit increases to \$135 (\$125) per week and, effective May 19, 1979, to \$150 per week.		
	<u>Dental Plan</u> - Coverage is based on the 1977 (1974) Ontario Dental Association schedule of fees.		
Pension Plan:	<u>Basic Plan</u> - Effective March 1, 1980, employer contributes 5¢ for every regular hour worked for employees retiring at age 65 (new).		
Meal Allowance:	\$2.25 (\$2.00) after two hours of overtime.		
Safety Glasses Allowance:	Employer pays 100% for all changes in prescription lenses. (Previously, 100% for the first pair and 50% for the second and third pairs.)		
Safety Shoe Allowance:	Effective May 19, 1979, \$2.25 (\$2.00) per month.		

P.L. Robertson Manufacturing, Division of Procor Ltd. at Milton - Local 4970, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from September 28, 1978 to September 27, 1980, covering 220 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2½ months.

Wages:	Effective	<u>Sept. 28/78</u>	<u>Sept. 28/79</u>
	General Increases	60¢	65¢

Sept. 28/78

Sept. 28/79

Job Class 2 (includes Labourer)	\$6.20 (\$5.60)	\$6.85
Job Class 20 (includes Electrical Services Technician)	\$8.36 (\$7.76)	\$9.01

Shift Premium: Effective October 27, 1978, 0-20¢-25¢ (0-17¢-20¢).

Health and Welfare: Life Insurance and A.D. & D. - Effective in the first contract year, \$9,500 (\$8,000) coverage. Effective in the second contract year, \$10,000.

Weekly Indemnity Plan - Effective October 27, 1978 on new claims only, benefit is \$125 (\$110) per week.

Pension Plan: Basic Benefit - Effective in the first contract year, \$9.50 (\$8.00) per month per year of service, retroactive to January 1, 1969. Effective in the second contract year, \$10.50.

Safety Shoe Allowance (new): Effective in the first contract year, \$10 per year. Effective in the second contract year, \$15.

Canadian Coleman Company Limited at Toronto - Local 24514, Federal Union (CLC):
A 24-month renewal agreement effective from October 1, 1978 to September 30, 1980, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Oct. 1/78</u>	<u>Oct. 1/79</u>
Increases		30¢ for incentive work; 35¢ for non-incentive work	35¢ for incentive work; 40¢ for non-incentive work
Skilled Trades Adjustment		20¢ for Electrician, Screw Machine Repairman and Tool and Die Maker; 8¢ for Set Up Categories 21, 31 and 32	
Hand Trucker		\$5.48-\$5.60 (\$5.13-\$5.25)	\$5.88-\$6.00
Maintenance Mechanic		\$6.87-\$7.17 (\$6.52-\$6.82)	\$7.27-\$7.57

Probationary period is 60 worked days. Maximum rates are reached on merit.

Paid Vacation: 4 weeks after 15 (16) years of service. Effective October 1, 1979, 4 weeks after 14 years.

Bereavement Leave: Brother-in-law and sister-in-law are added for 1 day's paid leave.

Health and Welfare: Life Insurance and A.D. & D. - Effective October 1, 1978, \$7,000 (\$6,000) coverage. Effective October 1, 1979, coverage increases to \$8,000.

Weekly Indemnity Plan - Effective October 1, 1978, benefit is payable on a 1-1-7-26 (1-1-8-26) basis. Effective October 1, 1979, payable on a 1-1-6-26 basis.

Drug Plan (new) - Employer pays 100% of cost of premiums for Green Shield 35¢ Drug Plan.

Safety Shoe Allowance: \$20 (\$10) toward the cost of 1 pair per year.

Winchester-Western (Canada) Limited at Cobourg - Local 788, Machinists (AFL-CIO/CLC):
A 24-month renewal agreement effective from September 30, 1978 to September 29, 1980, covering 200 employees, settled at the conciliation officer stage. Duration of negotiations - 3½ months.

Wages:	Effective	<u>Sept. 30/78</u>	<u>Sept. 30/79</u>	<u>Mar. 30/80</u>
	General Increases	40¢	34¢	8¢
	Labour Grade 1 (includes General Labour)	\$5.36 (\$4.96)	\$5.70	\$5.78
	Labour Grade 8 (includes Maintenance Electrician)	\$7.78 (\$7.38)	\$8.12	\$8.20

Shift Premium: Effective in the first contract year, 0-23¢-25¢ (0-20¢-22¢).
Effective in the second contract year, 0-25¢-30¢.

Paid Vacation: Effective in the first contract year, 3 weeks after 6 (7) years' service.

Health and Welfare: Life Insurance for Retirees - Effective in the second contract year, \$1,500 (\$1,000) coverage.

Safety Shoe Allowance: Effective in the first contract year, \$15 (\$10) per year.
Effective in the second contract year, \$20.

TRANSPORTATION EQUIPMENT

The de Havilland Aircraft of Canada Ltd. at Toronto - Locals 112 and 673, Auto Workers (CLC): Two renewal agreements - a 36-month agreement effective from June 24, 1978 to June 22, 1981, covering 2,700 production employees and a 34-month agreement effective from September 1, 1978 to June 22, 1981, covering 450 office employees, both settled with mediation assistance during a work stoppage. Duration of negotiations - 7 months.

Wages:	<u>Production</u>			
	Effective	<u>June 24/78</u>	<u>June 23/79</u>	<u>June 21/80</u>
	General Increases	4%	3%	3%
	COLA Fold-in	\$1.08		

	<u>June 24/78</u>	<u>June 23/79</u>	<u>June 21/80</u>
Adjustments (Grade 5 and above)	8¢-22¢ per hour, with an average of 9¢		
Labourer	\$6.98 (\$5.67)	\$7.19	\$7.41
Tool & Die Maker	\$8.78 (\$7.19)	\$9.04	\$9.31

Office

Effective	<u>Sept. 2/78</u>	<u>Sept. 1/79</u>	<u>Sept. 6/80</u>
General Increases	4%	3%	3%
COLA Fold-in	\$1.06 per hour or \$39.75 per week		
Adjustments (Grades 5 to 12)	\$2.37-\$10.32 per week		
Office Junior	\$232.13 (\$184.98)	\$239.09	\$246.26
Senior Process Planner	\$360.00 (\$298.62)	\$370.80	\$381.92

Cost of Living Allowance: 1¢ per 0.3 point change in the Consumer Price Index - 1971=100.
(Formula is unchanged.) To be adjusted quarterly.

Allowances generated under the previous production and office agreements up to the period ending in June of 1978 were \$1.13 and \$1.11, respectively. Of these amounts, \$1.08 was folded into the production agreement and \$1.06 into the office agreement, leaving a float of 5¢. The 2¢ previously diverted to finance a dental plan was restored as a COLA float. As a result, the total COLA float following the September 1978 adjustment of 17¢ is 24¢ for both agreements.

Paid Vacation: 3 weeks after 4 (8) years' service, 4 weeks after 12 (15) years and 5 weeks (new) after 20 years. (Previously, 4½ weeks after 20 years' service.)

Paid Leave: Bargaining Committee - Members of the Bargaining Committee receive 2 paid hours per week for consultation on Company-Union business (new).

Chief Steward - 8 (4) hours' pay at straight time is granted to the Chief Stewards each Friday for consultation on matters related to the administration of the agreement.

Paid Education Leave (new) - Employer contributes 1¢ per compensated hour into a fund financing paid education leave.

Health and Welfare: Life Insurance - Benefits range from \$13,500 to \$16,500 (\$11,000 to \$13,500), depending on salary.

Life Insurance for Retirees - \$2,500 (\$1,500), less any applicable statutory offsets, to a guaranteed minimum of \$1,500 (\$1,000).

A.D. & D. - Benefits range from \$6,750 to \$8,250 (\$5,500 to \$6,750), depending on salary.

Weekly Indemnity Plan - Benefits range from \$175 to \$190 (\$140 to \$165) per week, depending on salary.

Long Term Disability Plan - Benefits range from \$550 to \$700 (\$435 to \$550) per month, depending on salary, less any amounts payable from other sources.

Major Medical Plan - Plan is extended to include audio-visual care (new). Vision care provision provides limited coverage for frames and complete coverage for lenses, less a deductible of \$7.50 on a biennial basis. Audio care provision provides complete coverage for hearing aids, with no deductible, once every 3 years.

Dental Plan - Employer pays 100% of premium costs. (Previously, Plan was partly financed by a 2-cent COLA diversion.) Payments are based on the 1978 (1975) Ontario Dental Association fee schedule.

Survivor Income Benefit - Maximum benefit is \$225 (\$175) per month, less any applicable statutory offsets, to a guaranteed minimum of \$125 (\$100) per month.

Pension Plan: Basic Benefit - \$12 (\$9.50) per month per year of service.

Supplementary Benefit - \$10 (\$9) per month per year of service, to a maximum of 25 years' service.

Special Allowance (new) - Employees retiring at age 55 and with a minimum of 30 years' service receive an allowance until age 65 sufficient to produce a total monthly benefit of \$600.

Current Retirees - Monthly benefits increase by \$2 per month per year of service. Provision includes current retirees on disability pension.

Joint & Survivorship Benefit - Basic reduction factor is reduced to 5% (10%), with no further reduction applied for each year up to 5 years that the spouse is younger than the employee at the age of his death. (Previously, an additional ½% per year of age difference was applied.)

Hawker Siddeley Canada Ltd., Orenda Division at Mississauga - Local 717 T, Machinists (AFL-CIO/CLC): A 24-month renewal agreement effective from September 23, 1978 to September 19, 1980, covering 415 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	Sept. 23/78	Sept. 22/79	Mar. 22/80
	Increases	31¢-45¢	18¢-22¢	15¢
	COLA Fold-in	70¢		
	General Labour (Job Class 2)	\$6.60 (\$5.59)	\$6.78	\$6.93
	Mechanic, Electron- ics Maintenance (Job Class 12)	\$8.25 (\$7.10)	\$8.47	\$8.62

Cost of Living Allowance: The previous formula generated an allowance of 97 cents. On September 23, 1978, 70 cents is folded into the wage rates, leaving 27 cents continuing to float.

1¢ per 0.3 (0.4) point change in the Consumer Price Index above 214.5 - 1971 (1961)=100. To be adjusted quarterly. Capped at 11¢ per quarter.

Shift Premium: 0-30¢-40¢ (0-25¢-36¢).

Paid Holidays: The third Monday in February is added, for a total of 12 days.

Bereavement Leave: Grandparents and grandchildren are added for 1 day's paid leave.

Health and Welfare: Life Insurance and A.D. & D. - \$11,000 (\$10,000) coverage.

Weekly Indemnity - In 1979 and 1980 benefits will follow the UIC levels, with minimum benefits of \$175 per week and \$180 per week, respectively. Payable for 52 (30) weeks with UIC carve-out.

Extended Health Care Plan - Benefits include prosthetic appliances and hearing aides (new).

Drug Plan - Effective September 22, 1979, deductible is reduced to \$15 (\$25).

Dental Plan - Coverage is based on the 1978 (1976) Ontario Dental Association fee schedule.

Pension Plan: Supplementary Pension - Effective September 23, 1978, pension is equal to the difference between earned pension and \$175 (\$155) per month for employees with 20 or more years of service. Effective September 22, 1979, this amount increases to \$185.

WABCO Ltd., Stoney Creek Plant - Local 558, Electrical Workers (UE) (CLC) (hourly-rated employees): A 36-month renewal agreement effective from April 23, 1978 to April 22, 1981, covering 265 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 8 months.

Wages:	Effective	Apr. 23/78	Apr. 23/79	Apr. 23/80
General Increases		45¢	31¢	22¢
Skilled Adjustments		2¢-10¢	1¢-5¢	2¢-10¢
Labour Grade 2 (includes Hand-ler-Sweeper)	\$6.155-\$6.264 (\$5.705-\$5.814)		\$6.465-\$6.574	\$6.685-\$6.794
Labour Grade 1-12 (includes Maintenance Electrician)	\$7.457-\$7.886 (\$6.987-\$7.376)		\$7.777-\$8.226	\$8.017-\$8.506
Labour Grade 1-14 (includes Gaugemaker)	\$7.886-\$8.420 (\$7.376-\$7.870)		\$8.226-\$8.780	\$8.506-\$9.100

Probationary period is 60 worked days. Maximum rates for Labour Grade 2 are reached after one 3-month increase and, for Maintenance Electrician and Gaugemaker, after two 3-month increases.

- Cost of Living Allowance: Effective in the second contract year, 1¢ per 0.40 point rise in the Consumer Price Index - 1971=100. To be adjusted quarterly and capped at 23¢ in each of the second and third contract years. (Previously, 5¢ per hour if the CPI rose to 168.4, an additional 2.5¢ if the CPI rose to 169.2 and a further 2.5¢ if the CPI rose to 170.0 - 1971=100.)
- Shift Premium: Effective April 23, 1978, 0-25¢-25¢ (0-20¢-20¢).
- Paid Holidays: Effective in 1979, Heritage Day or the 3rd Monday in February is added, for a total of 12 days. (Previously, Heritage Day was granted only if proclaimed a holiday by the Federal Government.)
- Paid Vacation: Effective in the first contract year, 4 weeks after 14 (15) years' service. Effective in the second contract year, 4 weeks after 13 years.
- Bereavement Leave: 1 paid day's leave (new) is granted upon the death of a grandparent or grandchild.
- Health and Welfare: OHIP - Effective May 1, 1978, employer pays 77.5% (72.7%) of premium cost. Effective May 1, 1979, 85%.
Dental Plan (new) - Effective January 1, 1979, a comprehensive dental plan is introduced. 25-dollar deductible per person. 80%/20% co-insurance.
- Pension Plan: Basic Benefit - Effective in the first contract year, \$10 (\$9) per month per year of service. Effective in the second and third contract years, \$10.50 and \$11, respectively.
Bridge Benefit - Effective in the first contract year, \$7 (\$6.50) per month per year of service. Effective in the second and third contract years, \$7.50 and \$8, respectively.
Early Retirement - Effective in the first contract year, early retirement is granted at employee request and with no actuarial reduction at age 62 (63).
Joint and Survivorship Option - Effective in the first contract year, surviving spouse receives a pension benefit equalling 60% (55%) of 90% of deceased employee's pension.
Total and Permanent Disability Benefit - Effective in the first contract year, any regular optional form of benefit is provided, that is, Joint Survivorship, Life 5 or Life 10. (Previously, basic pension only was provided.)
Vesting - Effective in the first contract year, vesting is granted after 10 years' service. (Previously, after 10 years' service and with at least 40 years of age.)

ELECTRICAL PRODUCTS

Canadian Appliance Manufacturing Company Ltd. at London - Locals 2771 and 4488, Steelworkers (AFL-CIO/CLC) (production and office employees):
Two 36-month renewal agreements effective from August 1, 1978 to July 31, 1981, covering a total of 510 employees, settled at the

post conciliation bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Aug. 1/78</u>	<u>Aug. 1/79</u>	<u>Aug. 1/80</u>
Increases:				
Production		29¢	19¢	19¢
Office		32¢	19¢	19¢
<u>Adjustments (Production)</u>				
Day Workers		5¢		
Skilled Trades		30¢		
Inequities		various up-gradings, including truck drivers		
Labourer		\$5.70 (\$5.36)	\$5.89	\$6.08
Electrician A		\$7.52 (\$6.93)	\$7.71	\$7.90
Job Increments (Office):	In lieu of certain improvements made to the production employees' agreement, office employees will have their job increments increased by 31¢ per week in the first year, 31¢ per week in the second year and 7¢ per week in the third year.			
Cost of Living Allowance: (new):	Quarterly adjustments of 1¢ for each 0.45 point change in the Consumer Price Index in the first year - 1971=100. Quarterly adjustments of 1¢ for each 0.35 point change in the CPI during the second and third years.			
Shift Premium (Production):	Effective the first year, 0-20¢-20¢ (0-15¢-15¢). Effective August 1, 1979, 0-25¢-25¢. Effective August 1, 1980, 0-30¢-30¢.			
Paid Vacation:	Effective in the third year, 6 weeks (new) after 30 years.			
Health and Welfare:	<u>Weekly Indemnity</u> - Effective August 1, 1979, \$140 (\$110). Effective August 1, 1980, \$160.			
Pension Plan (Production):	<u>Basic Benefit</u> - Effective August 1, 1978, \$7 (\$6) per month per year of service. Effective August 1, 1979, \$8. Effective August 1, 1980, \$9.			
Safety Shoe Allowance (new):	Effective August 1, 1980, \$25 per year for production employees.			

Philips Electronics Ltd., Strathroy Furniture Division - Christian Labour Association (Ind.): A 24-month renewal agreement effective from January 29, 1978 to January 26, 1980, covering 225 employees, settled at the conciliation officer stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Jan. 28/78</u>	<u>Oct. 1/78</u>
General		10¢	20¢
Increases			
Additional Adjustment			Implementation of incentive plan (new)

	<u>Jan. 28/78</u>	<u>Oct. 1/78</u>
Group 3 (includes Factory Help)	\$3.96 (\$3.86)	\$4.16
Group 9 (includes Maintenance Man)	\$5.81 (\$5.71)	\$6.01

Previous rates reflect a cost of living fold-in made during the term of the previous contract.

Cost of Living Provision: Discontinued.

Health and Welfare: Premium Payment - Effective February 1, 1979, employer pays 80% (75%) of cost of all health and welfare premiums.

MISCELLANEOUS MANUFACTURING

Computing Devices Company, a division of Control Data Canada, Ltd. at Ottawa and Stittsville - Employees' Association (Ind.) (clerical, plant and technical employees): A 24-month renewal agreement effective from October 1, 1978 to September 30, 1980, covering 400 employees, settled at the bargaining stage. Duration of negotiations - 3½ months.

Wages:	Effective	<u>Oct. 1/78</u>	<u>Oct. 1/79</u>
General Increases		7.5%	7%
<u>Clerical</u>			
Job Level I (General Clerk)	\$3.73-\$4.44 (\$3.47-\$4.13)		\$3.99-\$4.75
Job Level IX (Accounts Payable Clerk III)	\$5.71-\$6.67 (\$5.31-\$6.20)		\$6.11-\$7.14
<u>Plant</u>			
Job Level 2 (includes Assembler I)	\$3.90-\$4.29 (\$3.63-\$3.99)		\$4.17-\$4.59
Job Level 12 (includes Model Maker II)	\$7.55-\$8.08 (\$7.02-\$7.52)		\$8.08-\$8.65
<u>Technical</u>			
Job Level A (includes Junior Draftsman)	\$4.55-\$5.46 (\$4.23-\$5.08)		\$4.87-\$5.84
Job Level K (Designer III)	\$8.76-\$11.32 (\$8.15-\$10.53)		\$9.37-\$12.11

Probationary period is 65 days worked. Maximum rates are reached after 24 months for Clerical employees, after 12 months for Plant employees and on merit for Technical employees.

Cost of Living Allowance: Effective in the second contract year, 1¢ per 0.35 point rise in the Consumer Price Index - 1971=100. Triggered at 7.5%. To be adjusted quarterly. (Previously, same formula except that the triggers in the first and second contract years were 10% and 8%, respectively. Provision did not trigger.)

Shift Premium: 0-30¢-30¢ (0-25¢-25¢).

Education Allowance: Employer pays 100% (50%) of tuition costs of approved courses.

Layoff Allowance: For employees with a full 10 years' service, 1 week's notice of layoff plus 8 (7) weeks' pay.

For employees with a full 15 years' service, 1 week's notice of layoff plus 10 (9) weeks' pay.

FORESTRY

Great Lakes Paper Company Ltd.* at Thunder Bay - Local 2693, Carpenters (AFL-CIO/CLC) (woods operations): A 24-month renewal agreement effective from September 1, 1978 to August 31, 1980, covering 1,300 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

*The Company's name is scheduled to change to "Great Lakes Forest Products" on January 1, 1979.

Wages:	Effective	Sept. 1/78	Sept. 1/79
General Increases		52¢	49¢
Labourer		\$8.15 (\$7.63)	\$8.64
"A" Mechanic		\$9.99 (\$9.47)	\$10.48

Overtime Pay: Double time for all hours in excess of 8 hours worked on a scheduled day of rest. (Previously, on Sundays only.)

Shift Premium: Effective September 1, 1978, 0-26¢-29¢ (0-24¢-27¢). Effective September 1, 1979, 0-27¢-30¢.

Work Location Premium: 35¢ (30¢) per hour for tradesmen and helpers assigned to work in a bush garage.

Paid Vacation: 4 weeks after 12 years (previously expressed as 4 weeks after 2,800 days of work). 5 weeks after 22 years (5,000 days of work).

Health and Welfare: Life Insurance and A.D. & D. - \$20,000 (\$15,000) coverage.

Weekly Indemnity - Benefit is 70% of earnings, to a maximum of \$190 (\$170) per week. Effective September 1, 1979, maximum benefit is \$210.

Long Term Disability Plan (new) - Benefit is 50% of regular earnings.

Dental Plan - Effective January 1, 1979, coverage is based on the 1978 (1976) Ontario Dental Association fee schedule.

Mileage Allowance:	22¢ (18¢) per mile.
Travel Allowance:	Effective September 1, 1978, the previous schedule, which paid from \$2.75 to \$9.60 per week, is to be completely revised, with an overall increase of approximately 50%.
Allowance for Power Saw Usage:	Effective September 1, 1978, a day worker receives \$6.85 (\$6.45) or \$7.85 (\$7.45) per day, depending on type of operation. Effective September 1, 1979, \$7.25 or \$8.25 per day.

TRANSPORTATION

Air Canada, system-wide - Air Line Flight Attendants (CLC): A 24-month renewal agreement effective from July 1, 1978 to June 30, 1980, covering 2,845 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	July 1/78	July 1/79
	General Increases	8.5%	7.5%
	Flight Attendant (Jet - 2nd 6 months)	\$14.44 (\$13.31)	\$15.52
	Assistant Purser (3rd year)	\$21.56 (\$19.87)	\$23.18
	Purser, DC-8L (3rd year)	\$24.09 (\$22.20)	\$25.90
	Flight Service Director B-747	\$27.56 (\$25.40)	\$29.63

NOTE: Previous rates shown above reflect a 4% increase implemented by the employer and effective July 1, 1977. The Anti-Inflation Board's final decision on the 7% negotiated increase is still pending.

Maximum Duty Day:	13 (14) hours when at crew base. 15 (16) hours when not at crew base.
Rest Periods/ Layover Stations:	Minimum scheduled rest period at or near airport is 10 (9) hours.
Night Flying Premium:	Effective July 1, 1978, 50¢ (25¢) per hour.
Health and Welfare:	<u>Life Insurance</u> - Effective December 1, 1978, Flight Attendant - \$25,000 (\$12,000 to \$18,000); Assistant Purser - \$25,000 (\$20,000 to \$25,000); Purser - \$30,000 (\$20,000 to \$25,000); Flight Service Director - \$40,000 (\$30,000 to \$35,000). Employer pays 100% of total premium cost. (Previously, employer paid premium cost for the first \$20,000 coverage. Amount of coverage was based on length of service.) <u>Supplementary Health Insurance</u> - Effective December 1, 1978, all employees are covered under major Plan II, with the employer paying 100% of premium cost. (Previously, employer paid an amount equivalent to 50% of basic Plan I premium cost, regardless of whether employee was covered under basic Plan I or major Plan II.)

Meal Allowance: Effective July 1, 1978, \$26.50 (\$24.50) per day.

Uniform: Employer pays full cost of winter coat (new).

WHOLESALE TRADE

Drug Trading Company Limited and Druggists' Corporation Limited at Toronto -
Local 11, Canadian Chemical Workers (Ind.) (office and clerical
and warehouse employees): Three 24-month renewal agreements
 effective from April 15, 1978 for warehouse employees. Two
 22-month renewal agreements and one 22-month first agreement
 effective from June 13, 1978 for office employees. These agree-
 ments expire April 15, 1980 and cover a total of 408 employees.
 They were settled with mediation assistance during a work
 stoppage. Duration of negotiations - 5 months.

Wages: Warehouse

Effective	<u>Apr. 15/78</u>	<u>Apr. 15/79</u>	<u>Oct. 15/79</u>
General Increases	29¢	35¢	10¢
Group 1 (includes Utility)	\$5.008-\$5.158 (\$4.718-\$4.868)	\$5.358-\$5.508	\$5.458-\$5.608
Group 6 (Driver)	\$5.895-\$6.070 (\$5.605-\$5.780)	\$6.245-\$6.420	\$6.345-\$6.520

Office

Effective	<u>June 13/78</u>	<u>Apr. 15/79</u>	<u>Oct. 15/79</u>
General Increases	29¢	35¢	10¢
Group V (includes Clerk Typist A)	\$163.58-\$173.33 (\$152.70-\$162.45)	\$176.71-\$186.46	\$180.46-\$190.21

Previous rates for warehouse employees reflect a rollback by the
 Anti-Inflation Board.

RETAIL TRADE

Dominion Stores Ltd. at Amherstburg and Windsor - Local 14045, Steelworkers (AFL-
CIO/CLC) (full and part-time retail food employees): A 21½-month
 renewal agreement effective from October 15, 1978 to July 31,
 1980, with wage increases retroactive to August 1, 1978. The
 agreement covers 600 employees and was settled at the conciliation
 officer stage. Duration of negotiations - 6 months.

Wages: Effective Aug. 1/78 Aug. 1/79

Increases:

Full-time Employees

Existing	\$25/week	\$25/week
New Hires	see note	see note

Aug. 1/78

Aug. 1/79

Part-time Employees

Existing	55¢/hour	50¢/hour
New Hires	see note	see note

Maximum Monthly Rates
(Full-time)

Clerk "A" (30 months)	\$276.40 (\$251.40)	\$301.40
Meat Chief Clerk (12 months)	\$337.40 (\$312.40)	\$362.40

NOTE: Increases shown apply to all employees on staff as of October 15, 1978. Clerks A and B, Porters and part-time employees hired after this date will be placed on wage schedules determined by applying the full value of the wage increases to the top of each progression of the previous agreement and by applying various fractional amounts to the lesser steps. The resulting first year schedule for new part-time employees will be further modified by applying a 5-cent per hour reduction at each step.

Previous rates reflect an AIB rollback.

Cost of Living Provision:	Deleted. (Previous formula did not trigger.)
Hours of Work (Full-time):	Effective October 22, 1978, 38 (39) hours per week.
Meal and Rest Periods (Part-time):	One paid 15-minute rest period after 4 hours. One 30-minute rest period, with pay for 15 minutes, after 5 hours. Two paid 15-minute rest periods plus a 30-minute unpaid lunch period after 7 hours. (Previously, a paid 15-minute rest period each 4 hours and an unpaid lunch period not to exceed 1 hour.)
Shift Premium:	0-50¢-50¢ (0-45¢-45¢; except Bakery Production staff, 0-50¢-50¢).
Paid Vacation (Full-time):	Effective in 1979, 5 weeks after 17 (18) years' service. Effective in 1980, 5 weeks after 16 years.
Bereavement Leave (Full-time):	1 day's paid leave for brother-in-law and sister-in-law. (Previously, 1 day off without pay for same.)
Maternity Leave (Full-time):	Seniority accumulates during the first pregnancy (new).
Paid Sick Leave (Full-time):	Effective January 1, 1979, 75% of regular wages is paid, for a maximum of 3 days per occurrence. (Previously, 100% of regular wages for the first 6 days during a calendar year and 66 2/3% for the next 6 days. There is a provision for partial gratuity payment for the unused portion of sick leave.)
Health and Welfare:	<u>Weekly Indemnity</u> - Effective January 1, 1979, benefit is 75% (66 2/3%) of regular earnings per week.

Dental Plan - Effective January 1, 1979, orthodontic coverage is added.

Optical Plan (new) - Effective January 1, 1979, maximum benefit is \$40 every 2 years.

**Pension Plan
(Full-time):**

The previous contributory plan, which was integrated with the Canada Pension Plan, has been completely revamped. Highlights of the new plan, effective January 1, 1979, are reported below.

Future Service Benefit - \$18 per month per year of service. A maximum of 35 years of combined future and past service will be credited.

Early Retirements (Between Age 55 and 65) - No reduction to accrued credits if retiree has 30 or more years of service. With 10 years, but less than 30, $\frac{1}{2}\%$ reduction for each month by which retirement precedes age 65.

Funding - From January 1, 1979 to December 31, 1984, employees will contribute from 2% to 4% of base salary, with the employer paying the balance. Effective January 1, 1984, employer will pay the full cost.

Dominion Stores Limited at Sarnia - Local 14097, Steelworkers (AFL-CIO/CLC): A 21-month renewal agreement effective from October 29, 1978 to August 6, 1980, covering 240 employees, settled at the bargaining stage. Duration of negotiations - 1 week.

Wages:	Effective	<u>Aug. 7/78</u>	<u>Aug. 7/79</u>
	Increases:		
	Full-time Employees	\$25 per week	\$25 per week
	Part-time Employees	55¢ per hour	50¢ per hour

Weekly Rates

Clerk "A"	\$176.10-\$274.40 (\$163.60-\$249.40)	\$188.60-\$299.40
Meat Cutter	\$296.40-\$324.40 (\$271.40-\$299.40)	\$321.40-\$349.40
Meat Chief Clerk	\$316.40-\$339.40 (\$291.40-\$314.40)	\$341.40-\$364.40

The above rates apply to employees on the payroll October 29, 1978. New employees commencing employment after that date will be placed on a separate wage schedule.

Wage increases for Clerks "A" and "B", Porters and part-time employees hired after ratification are prorated from 50% on the start rate to 100% on the top rate.

Previous rates reflect a rollback by the Anti-Inflation Board.

Probationary period is 30 worked days for full-time employees. Maximum rates for Clerk "A" are reached after ten 3-month increases and, for Meat Cutter and Meat Chief Clerk, after four 3-month increases.

Cost of Living Provision: Discontinued.

Hours of Work: Effective November 6, 1978, 38 (39) hours per week for full-time employees.

Shift Premium: Effective October 29, 1978, 40¢ (35¢) per hour for an employee in charge of night shift.

Paid Vacation: Effective August 7, 1979, 5 weeks after 17 (18) years of service. Effective August 7, 1980, 5 weeks after 16 years.

Health and Welfare: Dental Plan - Orthodontic care (new) is added. Benefit is 50%, up to a maximum of \$1,000 per insured per lifetime. Payments are based on the 1978 (1976) Ontario Dental Association schedule of fees.

Employer pays 100% of cost of premiums for part-time employees with 3 years of service (new). 90%/10% co-insurance. No deductible. Payments are based on the 1978 ODA fee schedule.

Pension Plan: Early Retirement (new) - Employees at age 55 with 30 years of credited service may retire with full accrued pension and no actuarial reduction.

Dominion Stores Limited at Sudbury - Local 579, Retail, Wholesale and Department Store Union (AFL-CIO/CLC) (part-time employees): A 20-month renewal agreement effective from October 1, 1978 to May 30, 1980, covering 230 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>June 1/78</u>	<u>June 4/79</u>
	Increases*	55¢	50¢
	Student	\$3.36-\$6.20 (\$3.08-\$5.65)	\$3.61-\$6.70
	Non-Student	\$3.61-\$6.20 (\$3.33-\$5.65)	\$3.86-\$6.70

*New employees are placed on a wage schedule determined by prorating the increases indicated from 50% on start rates to 100% on top rates.

Previous rates reflect a rollback by the Anti-Inflation Board.

Probationary period is 44 worked days. Maximum rates for Students are reached after four 3-month and four 6-month increases and, for Non-Students, after six 6-month increases.

Cost of Living Provision: Discontinued.

Bereavement Leave (new): Employees acting as full-time employees receive up to 3 days' paid leave upon the death of a father, mother, wife or husband, son, daughter, brother, sister, mother-in-law, father-in-law, brother-in-law or sister-in-law, and 1 day's paid leave upon the death of a grandfather or grandmother.

Health and
Welfare:

Dental Plan (new) - Employer pays 100% of cost of premiums for employees with 3 years of service. 90%/10% co-insurance. No deductible.

The Great Atlantic & Pacific Company of Canada Ltd., province-wide - Locals 175 and 633, Foodworkers (AFL-CIO/CLC): Two 24-month renewal agreements effective from June 13, 1978 to June 15, 1980, covering 1,700 full-time employees and 3,200 part-time employees, settled with mediation assistance. Duration of negotiations - 8 months.

Wages:

Effective	<u>June 13/78</u>	<u>Oct. 3/78</u>	<u>June 18/79</u>
-----------	-------------------	------------------	-------------------

Full-time Employees

General Increases (see note)	\$25/week		\$25/week
---------------------------------	-----------	--	-----------

Adjustments*		\$3/week	\$2/week
--------------	--	----------	----------

Weekly Rates (Top
of Progressions)

Service Clerk (18 months)	\$270 (\$245)		\$295
------------------------------	------------------	--	-------

Journeyman Meat Cutter (30 months)	\$316 (\$291)	\$319	\$344
--	------------------	-------	-------

*The first adjustment applies to all department heads, assistant department heads and meat cutters. The second adjustment applies only to department heads and assistant department heads.

Part-time Employees

General Increases (see note)	55¢/hour	50¢/hour
---------------------------------	----------	----------

NOTE: Increases shown above apply to all employees on staff at the time of ratification. New employees will be placed on wage schedules determined by applying the full value of the increases to the top of each progression and various fractional amounts to lesser steps.

Previous rates reflect an AIB rollback.

Cost of Living
Provision:

Discontinued. (Previous provision was disallowed by the Anti-Inflation Board.)

Night Shift
Premium:

To be resolved. (Currently, 50¢ per hour.)

Saturday
Evening
Premium:

Part-time employees - 60¢ (new) per hour. Full-time employees - \$1 per hour (unchanged.)

Paid Vacation
Full-time):

Effective in 1979, 5 weeks after 17 (18) years' service. Effective in 1980, 5 weeks after 16 years.

Vacation Pay
Part-time):

5% (4%) of earnings for all employees with 5 or more years of service. (All other employees remain at 4% in accordance with legislative standards.)

Pension Plan (Full-time): Future Service Credit - Effective January 1, 1979, \$11 (\$8) per month per year of service. Effective January 1, 1980, \$12.

Past Service Credit - Effective January 1, 1979, \$10 (\$8) per month per year of service. Effective June 2, 1980, \$12.

Early Retirement - Effective January 1, 1979, earned benefits will be reduced by a flat 5% for each of the first 5 years that retirement commences prior to age 65. A scaled reduction will apply for the next 5 years, making a total reduction of 50% for retirements at age 50. (Previously, reductions were scaled for each year of retirement prior to age 65, beginning with a 9% reduction for retirements at age 64 and concluding with a total reduction of 55% at age 55.)

Mileage Allowance: 11¢ per kilometre (15¢ per mile).

Supper Allowance: \$2.60 (\$2.50).

FINANCE, INSURANCE AND REAL ESTATE

Ontario Housing Corporation and all Housing Authorities, province-wide (except Metro Toronto) - Local 767, Canadian Union of Public Employees (CLC) (office and maintenance employees): A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 800 employees, settled at the bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	<u>Jan. 1/78</u>
	General Increase	4%
	<u>Office</u>	
	Clerk 1	\$3.81-\$4.37 (\$3.67-\$4.20)
	Community Relations Officer	\$7.75-\$8.86 (\$7.45-\$8.52)
	<u>Maintenance</u>	
	Groundsman-Labourer	\$6.14 (\$5.90)
	Painter	\$6.84 (\$6.58)

Previous rates reflect an AIB rollback.

Shift Premium: 0-30¢-30¢ (0-22¢-22¢).

On-site Premium: 27¢ (24¢) per applicable hour for Building Custodians required to live on-site.

Paid Court Leave: The existing jury duty clause has been extended to employees subpoenaed as witnesses to a court proceeding. The clause provides for no loss of pay and requires the employee to transfer any court fees to the employer.

Health and Welfare: Semi-Private Hospitalization - Employer pays 100% (90%) of premium costs.

EDUCATION AND RELATED SERVICES

Durham Board of Education - Ontario Secondary School Teachers' Federation (Ind.):
A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 1,000 employees, settled with mediation assistance. Duration of negotiations - 10 months.

Wages:	Effective	<u>Sept. 1/78</u>
	<u>Annual Rates</u>	
	Teacher, Category 1	\$13,683-\$22,677
	0-11 years	(\$12,970-\$21,495)
	Teacher, Category 4	\$15,999-\$28,306
	0-11 years	(\$15,165-\$26,830)
	Principal	\$35,500-\$38,800
	0-3 years	(\$33,800-\$37,100)

Health and Welfare: Health Care Plan - The deductible for this plan, which includes dental coverage, has been increased to \$25 single/\$50 family (\$10 single/\$20 family). Payments for dental coverage are based on the 1977 (1975) Ontario Dental Association fee schedule.

Responsibility Allowances:	Director - \$2,650 (\$2,625)
	Major Head - \$2,400 (\$2,375)
	Minor Head - \$1,475 (\$1,450)
	Assistant Head - \$1,025 (\$1,000)

Hamilton City Board of Education - Local 1344, Canadian Union of Public Employees (CLC) (caretaking and maintenance employees and bus drivers): A 12-month renewal agreement effective from April 16, 1978 to April 15, 1979, covering 256 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Apr. 16/78</u>
	Increase	34¢-38¢ for Assistants; 42¢ for Maintenance Assistants 2, Firemen and Group 1; 44¢ for Groups 2, 3 and 4, Mechanics and Chief Mechanics
	Assistant Caretaker	\$6.09-\$6.67 (\$5.75-\$6.29)
	Chief Mechanic	\$8.02 (\$7.58)

Probationary period is 3 months. Maximum rate for Assistant Caretaker is reached after two 6-month and one 12-month increases.

Shift Premium: 0-23¢-23¢ (0-20¢-20¢).

Health and Welfare: Life Insurance, OHIP, Semi-Private Hospitalization and Extended Health Care Plan - Employer pays 100% of cost of premiums (unchanged). Effective November 1, 1978, employee pays all increases in premium payments.

Safety Shoe Allowance: Employer pays 50% of cost, up to a maximum of \$12.50, toward the purchase of 1 pair of replacement shoes (new).

Hamilton City Board of Education - Local 1344, Canadian Union of Public Employees (CLC) (cleaners and cooking staff): A 12-month renewal agreement effective from October 1, 1978 to September 30, 1979, covering 320 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Oct. 1/78</u>
	General Increase	30¢
	Cleaner	\$4.80 (\$4.50)

Paid Vacation: 4 weeks after 13 (14) years of service and 5 weeks after 22 (23) years.

Health and Welfare: Life Insurance - \$7,000 (\$6,000) coverage.

Group Life Insurance, Semi-Private Hospitalization and Extended Health Care Plan - Employer pays 100% (90%) of cost of premiums.

Lakehead Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 630 employees, settled at the bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	<u>Sept. 1/78</u>
--------	-----------	-------------------

General Increase	6% on the grid
------------------	----------------

Annual Rates

Teacher, Pre-Degree 0-7 (6) years	\$11,660-\$16,035 (\$11,000-\$14,540)
--------------------------------------	--

Teacher, Category A1 0-10 years	\$14,151-\$22,631 (\$13,350-\$21,350)
------------------------------------	--

Teacher, Category A4 0-11 years	\$17,278-\$28,938 (\$16,300-\$27,300)
------------------------------------	--

Principal 0-2 (4) years	\$28,938-\$29,988 plus \$200 per teach (\$27,300-\$29,460 plus \$150 per teach)
----------------------------	--

Cost of Living Allowance: An adjustment of 1% will be made to wage rates should the Consumer Price Index for Thunder Bay - 1971=100 - rise by 10% during the period September 1, 1978 to June 30, 1979. The formula triggers at 9%. (The previous formula, which was uncapped and triggered at 6%, was disallowed by the Anti-Inflation Board.)

Lincoln County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 940 employees, settled at the bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	<u>Sept. 1/78</u>	<u>Jan. 1/79</u>
	General Increases	4%	4.17% (non-compounded)

Annual Rates

Teacher, Level 1 0-6 years	\$10,504-\$15,014 (\$10,100-\$14,437)	\$10,925-\$15,617
Teacher, Level 4 0-10 years	\$13,513-\$22,640 (\$12,993-\$21,769)	\$14,055-\$23,548
Teacher, Level 7 0-11 years	\$16,255-\$28,570 (\$15,630-\$27,471)	\$16,907-\$29,715

Cost of Living Allowance: At the conclusion of this agreement, the wage grid will be increased by an amount equal to one-half of the percentage increase in the Consumer Price Index occurring over the contract period. Maximum adjustment is limited to 4%. (The previous formula was suspended following review by the Anti-Inflation Board.)

Health and Welfare: Extended Health Care - Vision care benefits are added. Plan provides 100% coverage for lenses and frames, as specified.

Lincoln County Board of Education - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 745 employees, settled at the bargaining stage. Duration of negotiations - 10 months.

Wage increases, wage rates where applicable, COLA formula, and Extended Health Care changes are similar to those reported above for the elementary schools of the Lincoln County Board.

London City Board of Education - Local 1150, Canadian Union of Public Employees (CLC) (office and clerical employees, full and part-time): Two 12-month renewal agreements effective from February 1, 1978 to January 31, 1979, covering 260 employees, settled with mediation assistance. Duration of negotiations - 8 months.

Wages:	Effective	<u>Feb. 1/78</u>
	Increase	25¢-68¢ per hour

Weekly Rates

Job Group 1 (includes Clerk/ Typist)	\$140.35-\$175.35 (\$122.15-\$165.90)
Job Group VI (Senior Secretary II)	\$214.55-\$267.40 (\$190.75-\$256.55)

Feb. 1/78

Hourly Rates

Job Group III	\$4.69-\$5.79
(includes Senior	(\$4.15-\$5.54)
Keypunch Operator)	

Probationary period is 90 calendar days. Maximum rates are reached after 2 annual increases. (Previously, 3 annual increases for full-time employees.)

Middlesex County Board of Education - District 41, Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 255 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Sept. 1/78</u>
	Increase	3.8%- 6.3%
	Teacher Level 1	\$12,450-\$21,700
	0-10 years	(\$12,000-\$20,600)
	Teacher Level 4	\$15,000-\$27,300
	0-12 years	(\$14,400-\$25,700)

Educational Improvement Leave: Teachers on such leave receive 80% (75%) of their salary on the basic schedule, exclusive of responsibility allowance.

Nipissing Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1978 to August 31, 1980, covering 275 employees, settled with mediation assistance. Duration of negotiations - 8 months.

Wages:	Effective	<u>Sept. 1/78</u>	<u>Sept. 1/79</u>
	Increases	5.9%, on the average	4.0%, on the average
	Teacher 1-D	\$10,400-\$13,280	\$11,000-\$14,080
	0-5 years	(\$ 9,800-\$12,480)	
	Teacher 7-A4	\$16,200-\$28,150	\$16,800-\$29,175
	0-11 years	(\$15,600-\$27,125)	

Cost of Living Allowance: Effective in September 1979, 1/10th of annual salary times the percentage rise in the Consumer Price Index - 1971=100, where the base Index month is April, 1979. Triggered at 8%. The percentage applied each month to 1/10th of annual salary shall not be less than 0%, or exceed 4%. (Previous formula, similar to the above except for a 6% trigger, was disallowed by the Anti-Inflation Board.)

Responsibility Allowance: Principals -

A Schools: Schools of 260 pupils and over (previously, 16 rooms and over) - \$4,450 plus 4 annual increments of \$600.

B Schools: Schools of 125 to 259 pupils (previously, 8 to 15 rooms) - \$3,410 plus 4 annual increments of \$600.

C Schools: Schools of less than 125 pupils (previously, less than 8 rooms) - \$2,500 (previously, \$420 per room) plus 4 annual increments of \$600.

Peel Board of Education - Local 1628, Canadian Union of Public Employees (CLC)
(office, clerical, library technicians and non-academic clerical lay assistants): A 12-month renewal agreement effective from July 1, 1978 to June 30, 1979, covering 500 employees, settled at the conciliation officer stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>July 1/78</u>
	General Increase	\$536 per year

Annual Rates

Level 1 (includes Mail Clerk)	\$7,965-\$8,993 (\$7,429-\$8,457)
Level 7 (includes Senior Secretary in Secondary School)	\$12,480-\$14,173 (\$11,944-\$13,637)

Probationary period is 3 months. Maximum rates are reached after one 6-month and two 12-month increases.

Health and Welfare:	<u>Dental Plan (new)</u> - Effective April 1, 1979, employer pays 100% of premium cost for full-time employees and a prorated amount of same for part-time employees. Payments are based on the 1978 Ontario Dental Association fee schedule.
------------------------	---

Retirement Allowance:	No longer applies to employees hired on or after date of signing (new).
--------------------------	---

Perth County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.):
A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 381 employees, settled at the fact finder stage. Duration of negotiations - 4½ months.

Wages:	Effective	<u>Sept. 1/78</u>
	General Increase	5.5%
	Teacher Lev. 1 Cat. D 0-6 years	\$9,690-\$13,617 (\$9,185-\$12,908)
	Teacher Lev. 7 Cat. A4 0-12 years	\$15,087-\$27,255 (\$14,301-\$25,835)

Renfrew County Board of Education - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1977 to August 31, 1979, covering 420 employees, settled by arbitration following a work stoppage. Duration of negotiations - 20½ months.

Wages:	Effective	<u>Sept. 1/77</u>	<u>Sept. 1/78</u>
	General Increases	6.3% on the grid	5.5% on the grid
	Teacher Category I 0-11 years	\$11,288-\$21,447 (\$10,619-\$20,176)	\$11,909-\$22,627
	Teacher Category IV 0-12 years	\$14,675-\$26,526 (\$13,805-\$24,954)	\$15,482-\$27,985

Extra Degree Allowance: Effective in the first contract year, \$600 (\$450).

Responsibility Allowances: Effective in the first contract year, all responsibility allowances increase by approximately 6%.

Severance Pay (new): Employees with four years of continuous service receive the larger of \$1,200 or 2% of current salary for each year of service, to a maximum of 20% of current salary.

Sault Ste. Marie Board of Education - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1978 to August 31, 1980, covering 414 employees, settled by arbitration. Duration of negotiations - 8½ months.

Wages:	Effective	<u>Sept. 1/78</u>	<u>Sept. 1/79</u>
	General Increases	6.5%, rounded to the nearest \$10	5%, rounded to the nearest \$10
	Teacher 1 0-10 years	\$13,445-\$23,035 (\$12,625-\$21,625)	\$14,115-\$24,185
	Teacher 4 0-12 years	\$16,165-\$28,555 (\$15,175-\$26,815)	\$16,975-\$29,985

Extra Degree Allowances: Masters Level - \$700 (\$670).

Doctoral Level - \$1,000 (\$940).

Responsibility Allowances	Co-ordinator - Girls' Physical Education	\$3,055 (\$2,885)
	Director (Commercial, Technical)	\$2,920 (\$2,750)
1979-80:	Major Dept. Head (Qualified)	\$2,630 (\$2,480)
	Minor Dept. Head (Qualified)	\$1,990 (\$1,880)
	Acting (Unqualified) Head - Major	\$1,455 (\$1,375)
	- Minor	\$1,175 (\$1,105)
	Asst. Head - Qualified	\$1,310 (\$1,240)
	- Unqualified	\$1,035 (\$ 975)
	Subject Head - Qualified	\$1,035 (\$ 975)
	- Unqualified	\$ 710 (\$ 670)
	Special Allowances	\$ 780 (\$ 740)

Carleton University at Ottawa - Support Staff Association (Ind.) (clerical, technical, administrative and service employees): A 12-month renewal agreement effective from July 1, 1978 to June 30, 1979, covering 650 employees, settled at the post mediation bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>July 1/78</u>
	General Increase	7%
	<u>Annual Rates</u>	
	Level 1 (includes Mail Clerk)	\$7,255-\$8,539 (\$6,780-\$7,980)
	Level 5 (includes Secretary)	\$11,021-\$14,745 (\$10,300-\$13,780)
	Level 9 (includes Computer Services Supervisor)	\$19,902-\$27,413 (\$18,600-\$25,620)
Shift Premium:	0-45¢-55¢ (0-40¢-50¢).	
Weekend Premium:	\$1.25 (\$.75) per hour.	
Paid Vacation:	5 weeks (new) after 18 years.	
Furlough Leave:	2 weeks after 25 (20) years.	
Special Leave:	Maximum of 5 days' paid leave per year (no change), broken down (new) as follows: Up to 4 days for marriage leave, 1 day per occasion for emergency illness, 2 days per occasion in the event of fire or other disasters, ½ day per occasion for lawyer, doctor or dental appointments or the writing of examinations, and 1 day for the moving of a household.	
Waiver of Tuition Fees:	No waiting period for employee's spouse and dependent children to register for credit courses free of tuition. (Previously, 3-year waiting period.)	
Staff Training Development Fund (new):	\$5,000 per year.	

University of Toronto - Local 204, Service Employees International Union (AFL-CIO/CLC) (non-teaching, non-clerical employees): A 12-month renewal agreement effective from July 1, 1978 to June 30, 1979, covering 710 employees, settled at the conciliation officer stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>July 1/78</u>
	General Increase	37¢
	Service Worker 1 & 2	\$5.85 (\$5.48)
	Chief Maintenance Worker	\$7.30 (\$6.93)
Bereavement Leave:	Grandchildren are included for 1 day's paid leave.	

Health and Welfare: OHIP - Employer pays 100% of the rates in effect at the time of ratification. (Previously, employer paid 100% of the rates in effect at the start of the previous agreement.)

Pension Plan: Early Retirement - Those employees still under the original pension plan, with normal retirement age of 68, may now retire at age 65 without an actuarial penalty reduction (new).

Safety Footwear (new): Employer supplies first pair per year at no cost to employees, subsidizes second pair at \$8 and grants another \$8 if the employee's footwear is damaged by an accident at work.

Fee Waiver (new): Dependents of employees may be granted fee waiver on certain courses.

Layoff: An employee with 1 (2) year's service shall not be laid off due to contracting out.

York University at Toronto - Graduate Assistants' Association (Ind.) (Unit 1 - graduate student part-time faculty and Unit 2 - non-graduate student part-time faculty): Two 12-month renewal agreements effective from September 1, 1978 to August 31, 1979, covering a total of 800 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 6 months.

Wages: Effective Sept. 1/78

Except for the teaching assistantship rate, non-hourly rates are per academic session.

Course Director	\$3,575 (\$3,350) per assignment
Tutor 1 (Tutorial Leader)	\$1,260 (\$1,180) per assignment
Tutor 2 (Demonstrator)	\$450 (\$425) per lab hour
Tutor 3 (Marker/Grader)	\$8.75 (\$7) per hour
Tutor 4 (Individual Tutor)	\$8.75 (\$7) per hour
Tutor 5 (College Tutor Leader)	\$1,400 (\$1,300) per assignment
Teaching Assistantship* (Full Assistantship - 10 hours per week)	\$3,200 (\$3,000) per academic year

*This category applies only to the Unit 1 agreement covering full-time graduate students employed in part-time teaching, demonstrating, tutoring and marking. All other categories shown above apply to both Unit 1 and Unit 2 agreements.

York University at Toronto - Staff Association (CCU) (secretarial, clerical and technical employees): A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 1,000 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 6 months.

Wages: \$80 settlement pay.

Effective

Nov. 1/78

Increase

6% or \$600 per year,
whichever is greater

Annual Rates

Grade 2 Secretary

\$8,850-\$9,050
(\$8,250-\$8,450)

Programmer Analyst I

\$11,977-\$12,851
(\$11,299-\$12,123)

Engineering Technician IV

\$19,060-\$19,852
(\$17,981-\$18,728)

Daily Hours: 6 (7) hours per day on Fridays during July and August.

Shift Premium: 0-25¢-25¢ (0-20¢-20¢).

Health and Welfare: Dental Plan - Payments are based on the 1978 (1975) Ontario Dental Association fee schedule.

HEALTH AND WELFARE SERVICES

St. Mary's of the Lake Hospital at Kingston - Employees' Association (Ind.): A 12-month renewal agreement effective from April 27, 1978 to April 30, 1979, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 2 weeks.

Wages: Effective Apr. 27/78

Increase 3.58%, on the average

Housekeeping
Aide

\$810-\$858
(\$779-\$825)

Nurse Aide &
Orderly (Trained)

\$921-\$967
(\$889-\$934)

R.N.A.

\$964-\$1,012
(\$929-\$ 975)

Carpenter

\$1,044-\$1,097
(\$1,008-\$1,054)

Probationary period is 60 days worked. Maximum rates are reached after three (four) 6-month increases.

Shift Premium: Effective April 27, 1978, 0-\$1.65-\$1.65 (0-\$1.64-\$1.64) per shift.

Paid Vacation: 4 weeks after 12 (13) years' service and 5 weeks after 20 (25) years.

Health and Welfare: Dental Plan (new) - Effective no later than December 1, 1978, employer pays 50% of cost of premiums for Blue Cross Dental Plan #7. Payments are based on the 1978 Ontario Dental Association fee schedule.

Thunder Bay City Corporation (Grandview Lodge and Dawson Court, Homes for the Aged) - Local 268, Service Employees International Union (AFL-CIO/CLC): A
24-month renewal agreement effective from April 1, 1978 to March 31, 1980, covering 350 employees, settled at the bargaining stage.
Duration of negotiations - 8½ months.

Wages:	Effective	<u>Apr. 1/78</u>	<u>Apr. 1/79</u>
	General	\$33 per month	\$34 per month
	Increases		
	Housekeeping	\$830-\$860	\$864-\$894
	Aide	(\$797-\$827)	
	Registered	\$984-\$1,014	\$1,018-\$1,048
	Nursing	(\$951-\$ 981)	
	Assistant		
	Engineer	\$1,124-\$1,184	\$1,158-\$1,218
	Handyman	(\$1,091-\$1,151)	

Probationary period is 65 worked days (previously, 3 months).
 Maximum rates are reached after two 6-month and one 12-month increases.

Cost of Living Allowance (new): Effective in the second contract year, \$20 per year for each 0.40 point rise in the Consumer Price Index - 1971=100. To be adjusted every 4 months and folded into wages.

Shift Premium: 0-\$1.65-\$1.65 (0-\$1.55-\$1.55) per shift.

Short Shift Premium (new): 21¢ per hour for part-time employees working a short shift between 4 p.m. and midnight.

Paid Vacation: Effective April 1, 1979, 4 weeks after 10 (13) years' service.

Bereavement Leave: Daughter-in-law, son-in-law and grandchild are included in up to 3 days' paid leave to attend the funeral.

Employees unable to attend the funeral receive 1 day's paid leave (new).

Health and Welfare: Dental Plan (new) - Effective April 1, 1979, employer pays 75% of cost of premiums for Blue Cross Dental Plan #9. Payments are based on the 1978 Ontario Dental Association fee schedule.

SERVICES TO BUSINESS MANAGEMENT

Atomic Energy of Canada Limited, Engineering Company at Mississauga - Public Service Alliance of Canada (CLC) (drafting and illustrating employees): A
24-month renewal agreement effective from August 1, 1978 to July 31, 1980, covering 220 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Aug. 1/78</u>	<u>Aug. 1/79</u>
	General	7%	6.5%
	Increases		
	PD2 (includes	\$9,235-\$13,435	\$9,810-\$14,310
	Detailer 2)	(\$8,655-\$12,555)	

	<u>Aug. 1/78</u>	<u>Aug. 1/79</u>
PD7 (includes Design Technologist 7)	\$23,730-\$26,130 (\$22,120-\$24,420)	\$25,330-\$27,830

Probationary period is 90 working days. Salary scale is a combined service and merit increase system.

Paid Vacation: The vacation schedule has been revised as shown below:

Effective	<u>Aug. 1/78</u>	<u>Aug. 1/79</u>
15 days	up to 10 (10 3/4) years	up to 9 years
16 days	after 10 (10 3/4) years	after 9 years
17 days	after 11 (11 3/4) years	after 10 years
18 days	after 12 (12 3/4) years	after 11 years
19 days	after 13 (13 3/4) years	after 12 years
20 days	after 14 (14 3/4) years	after 13 years
21 days	after 18 (18 3/4) years	after 18 years
22 days	after 21 (21 3/4) years	after 21 years
23 days	after 24 (24 3/4) years	after 24 years
24 days	after 27 (27 3/4) years	after 27 years
25 days	after 29 (29 3/4) years	after 29 years

Health and Welfare: Life Insurance - Effective August 1, 1979, employer pays 60% (50%) of cost of premium. Coverage is one times annual salary.

OHIP, Extended Health Care Plan and Semi-Private Hospitalization Plan - Employer pays \$18 (\$15.50) per month for single coverage and \$35.75 (\$30.75) per month for family coverage. Effective August 1, 1979, \$20 and \$40, respectively.

PERSONAL SERVICES

Canadian Pacific Hotels Ltd. (Royal York Hotel) at Toronto - Local 299, Hotel Employees (AFL-CIO/CLC): A 24-month renewal agreement effective from April 8, 1978 to April 7, 1980, covering 850 employees, settled at the conciliation officer stage. Duration of negotiations - 10 months.

Wages:	Effective	<u>Apr. 8/78</u>	<u>Apr. 8/79</u>
Increases:			
Gratuity Employees		6%	6%
Non-Gratuity Employees		6%	7%
Waiter/Waitress (Gratuity)		\$3.02 (\$2.85)	\$3.20
Electrician		\$5.25 (\$4.95)	\$5.62

Paid Vacation: Effective January 1, 1979, 5 weeks (new) after 27 years' service. Effective January 1, 1980, 5 weeks after 25 years.

Health and Welfare: OHIP - Employer pays 75% (50%) of premium costs.

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Letter Carriers (CLC) (postal operations group, non-supervisory external mail collection and delivery services): A 15-month renewal agreement effective from October 10, 1978 to December 31, 1979, with wages retroactive to July 1, 1978. The agreement covers 18,145 employees and was settled with mediation assistance. Rotating strikes occurred during the months of September and early October. Duration of negotiations - 6 months.

Wages:	Effective	July 1/78	July 1/79
	General Increases	43¢	27¢
	Internal Adjustments	5¢	10¢
	Letter Carrier (0-2 years)	\$6.92-\$7.08 (\$6.49-\$6.65)	\$7.19-\$7.35
	Mail Services Courier - Relief (0-1 year)	\$7.29-\$7.38 (\$6.81-\$6.90)	\$7.66-\$7.75
Cost of Living Allowance:	46-cent COLA being paid under the previous agreement continues to float. Quarterly adjustments of 1¢ per hour for each 0.35 point increase in the Consumer Price Index for Canada - 1961=100. Triggered when the CPI rises by more than 6% above the June 1978 Index. (Formula is unchanged.)		
Paid Vacation:	Effective April 1, 1979, 4 weeks after 10 (13) years' service and 5 weeks after 25 (27) years.		
Boot Allowance:	Effective October 1, 1978, \$145 (\$140) per year.		

Government of Canada (Treasury Board) - Professional Institute (Ind.) (architecture and town planning group): A 12-month renewal agreement effective from July 24, 1978 to July 22, 1979, covering 450 employees, settled at the arbitration stage. Duration of negotiations - 5 months.

Wages:	Effective	July 24/78
	Increase	4%, to a maximum of \$1000
	AR-1	\$13,287-\$19,897 (\$12,776-\$19,132)
	AR-7	\$35,092-\$39,309 (\$34,092-\$38,309)
Paid Vacation:	4 years after 11 (13) years of service and 5 weeks after 25 (27) years.	

This award is currently under appeal.

Government of Canada (Treasury Board) - Professional Institute (Ind.) (meteorology group): A 20-month renewal agreement effective from October 27, 1978 to June 22, 1980, with wages retroactive to June 26, 1978, covering 500 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	<u>June 26/78</u>	<u>June 25/79</u>
	General Increases	7.25%	6.75%
	<u>Annual Rates</u>		
	MT-2	\$16,617-\$22,779 (\$15,494-\$21,239)	\$17,739-\$24,317
	MT-5	\$25,739-\$29,109 (\$23,999-\$27,141)	\$27,476-\$31,074
	MT-8	\$33,256-\$37,326 (\$31,008-\$34,803)	\$35,501-\$39,846
Overtime Credits:	Overtime leave credits in excess of 37½ hours outstanding at the end of the fiscal year may be paid in cash. A maximum of 37½ hours may be carried over (new).		
Shift Premium:	0-27¢-33¢ per hour. (Previously, 0-\$1.75-\$2.25 per shift.)		
Weekend Premium:	20¢ (10¢) per hour for regularly scheduled hours. Effective June 25, 1979, 25¢ per hour.		
Call-back Pay:	4 (3) hours at straight time, or the applicable overtime rate for time worked, whichever is greater.		
Paid Holidays:	11, plus one additional day when proclaimed by Parliament as a national holiday.		
Paid Vacation:	5 weeks after 26 (28) years' service. Effective June 25, 1979, 5 weeks after 25 years.		
Adoption Leave (new):	1 day's paid leave. This leave may be divided into 2 periods and granted on separate days.		
Bereavement Leave:	Stepmother, stepfather and foster parent are added for up to 4 days' paid leave, plus 3 days' paid leave for travel. Grandchild is added for up to 1 day's paid leave.		
Meal Allowance:	\$3.10 (\$3) after 3 hours' overtime and \$2.20 (new) for each 4-hour period thereafter. Effective June 25, 1979, \$3.25 and \$2.50, respectively.		

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC) (financial administration group): An 8-month renewal agreement effective from November 1, 1978 to June 25, 1979, with wages retroactive to December 26, 1977, covering 1,705 employees, settled by arbitration. Duration of negotiations - 13 months.

Wages:	Effective	<u>Dec. 26/77</u>	<u>Jan. 8/79</u>
	General Increases	5.8%	4%

Dec. 26/77

Jan. 8/79

Annual Rates

FI-1	\$15,524-\$17,404 (\$14,676-\$16,453)	\$16,145-\$18,100
FI-3	\$19,324-\$21,674 (\$18,268-\$20,490)	\$20,097-\$22,541
FI-5	\$26,507-\$29,778 (\$25,059-\$28,151)	\$27,567-\$30,969
FI-6 (Performance Pay)	\$29,200-\$34,500 (\$27,600-\$32,600)	\$30,400-\$35,900

Acting Pay: Effective October 6, 1978, qualifying period is 10 (20) consecutive working days for FI-4.

Overtime Pay: Effective January 1, 1979, employees at the FI-4 level are entitled to overtime pay.

Paid Holidays: 11, plus one additional day when proclaimed by Parliament as a national holiday.

Paid Vacation: Effective April 1, 1979, 4 weeks after 12 (13) years' service and 5 weeks after 25 (27) years.

Effective October 6, 1978, vacation leave credits in excess of 15 days may be liquidated into cash.

Meal Allowance: Effective January 1, 1979, \$3.25 (\$3) after 3 hours' overtime.

Travelling Time: Effective October 6, 1978, compensatory leave may be taken in lieu of pay (new).

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC) (firefighters, supervisory and non-supervisory): A 15-month renewal agreement effective from October 18, 1978 to January 6, 1980, with wages retroactive to April 3, 1978, covering 1,505 employees, settled by arbitration. Duration of negotiations - 8 months.

Wages:	Effective	<u>Apr. 3/78</u>	<u>Jan. 8/79</u>	<u>July 9/79</u>
	General	4%	6.5%	5%
	Increases			

Annual Rates

FR-1	\$14,846-\$16,246 (\$14,275-\$15,621)	\$15,811-\$17,302	\$16,602-\$18,167
FR-3	\$16,206-\$18,336 (\$15,583-\$17,631)	\$17,259-\$19,528	\$18,122-\$20,504
FR-6	\$19,854-\$22,464 (\$19,090-\$21,600)	\$21,145-\$23,924	\$22,202-\$25,120

Paid Holidays: 11, plus one additional day when proclaimed by Parliament as a national holiday.

Paid Vacation: Effective January 1, 1979, 4 weeks after 12 (13) years' service and 5 weeks after 25 (27) years.

Meal Allowance: Effective 30 days after date of signing, \$3.25 (\$3).

Long Service Pay: Effective September 30, 1979, \$120 (\$110) per year with 5 to 9 years of continuous employment, \$175 (\$160) with 10 to 14 years, \$240 (\$220) with 15 to 19 years, \$305 (\$280) with 20 to 24 years and \$370 (\$340) with 25 or more years.

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC)
(heating, power and stationary plant operation group - super-
visory and non-supervisory employees): A 24-month renewal agreement effective from July 1, 1978 to July 6, 1980, covering 2,855 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>July 1/78</u>	<u>June 25/79</u>
	General Increases	7%	7%
	HP-1	\$12,147-\$12,499 (\$11,352-\$11,681)	\$12,997-\$13,374
	HP-8	\$22,656-\$24,817 (\$21,174-\$23,193)	\$24,242-\$26,554

Shift Premium: 0-20¢-28¢ (0-16¢-23¢). Effective June 25, 1979, 0-25¢-33¢.

Weekend Premium: 25¢ (20¢) per hour for regularly scheduled work on Saturday or Sunday. Effective June 25, 1979, 30¢ per hour.

Reporting Pay: 4 hours' pay at straight time or pay for time worked, whichever is greater, when reporting for work on a scheduled shift (new) or on a day of rest or designated holiday.

Paid Holiday: 11, plus one additional day when proclaimed by Parliament as a national holiday.

Paid Vacation: 4 weeks after 12 (15) years' service and 5 weeks after 26 (28) years. Effective June 25, 1979, 4 weeks after 10 years and 5 weeks after 25 years.

Bereavement Leave: Stepfather, stepmother and foster parents are added for up to 4 days' paid leave, plus 3 days' paid leave for travel.

Adoption Leave (new): 1 day's paid leave. Leave may be divided into 2 periods and granted on separate days.

Severance Pay: On retirement, extended to employees 55 years and older who are entitled to an immediate annual allowance. (Previously, only employees who would be receiving an immediate annuity were entitled to severance pay.)

Meal Allowance: \$3.10 (\$2.50) after 3 hours' overtime and \$2.35 (\$1.75) for each 4-hour period thereafter.

National Research Council of Canada, Canada-wide - Professional Institute (Ind.)
(professional and scientific category) (research officers and research council officers): A 24-month renewal agreement effective from June 26, 1978 to June 22, 1980, covering 850 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>June 26/78</u>	<u>June 25/79</u>
	Average Increases	7.5%	7.5%
	<u>Annual Rates</u>		
	Junior Research Officer/Research Council Officer 1	\$13,513-\$16,705	\$14,526-\$17,958
	Associate Research Officer/Research Council Officer 3	\$26,573-\$31,787	\$28,567-\$34,171
	Principal Research Officer/Research Council Officer 5	\$40,854-\$43,922	\$43,925-\$47,216

NOTE: Previous rates have not been reported due to a restructuring of the salary scales.

Paid Vacation: 4 weeks after 12 (13) years' service. Effective April 1979, 4 weeks after 10 years and 5 weeks after 25 (26) years.

Vacation leave credits in excess of 15 days may be liquidated in cash upon application by the employee and with the approval of the employer (new).

Field Survey Allowance: \$225 (\$175) for each 30-day calendar period.

Flying Allowance: \$50 (\$45) per month.

PROVINCIAL ADMINISTRATION

Workmen's Compensation Board, province-wide - Local 1750, Canadian Union of Public Employees (CLC) (rehabilitation workers, clerks, registered nurses, etc.): A 12-month renewal agreement effective from October 1, 1977 to September 30, 1978, covering 1,200 employees, settled by arbitration. Duration of negotiations - 16 months.

Wages:	Effective	<u>Oct. 1/77</u>
	Adjustment (Upper end of Industrial Salary Scale)	25¢
	General Increase	8%
	<u>Clerical & Administrative (weekly rates)</u>	
	Salary Grade 001 (includes Filing Clerk, 4)	\$152.80-\$174.57 (\$141.48-\$161.64)

Oct. 1/77

Salary Grade 009	\$281.02-\$345.12
(includes Translator Specialist)	(\$260.20-\$319.56)

Industrial
(hourly rates)

Salary Grade 021	\$4.14-\$4.46
(Sewing Machine Operator)	(\$3.83-\$4.13)

Salary Grade 032	\$7.25-\$7.79
(includes Electrician)	(\$6.46-\$6.96)

In addition to the above salary scales, the agreement includes a Senior Administrative salary scale and a Treatment salary scale.

Shift Premium: 0-28¢-28¢ (0-25¢-25¢).

Paid Vacation: 6 weeks (new) after 25 years' service.

Paid Leave for Union Education (new): Up to 30 days per year for the bargaining unit.

Meal Allowance: Lunch - \$4.50 (\$4). Supper - \$7.50 (\$7).

Mileage Allowance: Effective April 1, 1978:

	<u>Southern Ontario</u>	<u>Northern Ontario</u>
0-5,000 miles	22.5¢ (20¢) per mile	23.5¢ (21¢) per mile
5,001-15,000	19.3¢ (16¢)	20.3¢ (17¢)
15,001 and over	16.1¢ (14¢)	16.9¢ (15¢)

LOCAL ADMINISTRATION

Durham Regional Municipality - Local 1764, Canadian Union of Public Employees (CLC):
A 24-month renewal agreement effective from July 1, 1978 to June 30, 1980, covering 325 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	<u>Effective</u>	<u>July 1/78</u>	<u>July 1/79</u>
Increases		4% plus \$250	4.5% plus 50% of the percentage change in excess of 4.5% by which the average 1978 CPI exceeds the average 1977 CPI
Clerk 1		\$8,898-\$9,353 (\$8,315-\$8,753)	\$9,298-\$9,774 plus COLA increase
Senior Planner 2		\$23,776-\$25,013 (\$22,621-\$23,811)	\$24,846-\$26,139 plus COLA increase

Probationary period is 6 continuous calendar months. Maximum rates are reached on completion of probationary period.

Paid Vacation: Effective January 1, 1980, 4 weeks after 10 (12) years.

Bereavement Leave: 2 (1) days' paid leave for the death of grandmother, grandfather, son-in-law, daughter-in-law, sister-in-law, brother-in-law and grandchild.

Health and Welfare: Prescription Eyeglasses - \$60 (\$40) every 2 years.

Dental Plan - Employer pays 75% (66 2/3%) of cost of premiums. Endodontic care is added (new). 75%/25% co-insurance.

Mileage Allowance: Allowance categories have been converted to the metric system as follows:

<u>Approximate Distance</u>	<u>Rate per Month</u>	
	<u>July 1/78</u>	<u>July 1/79</u>
up to 5,000 km	\$63	\$66
5,000 to 8,000 km	\$91	\$96
8,000 to 12,000 km	\$140	\$147
12,000 to 16,000 km	\$176	\$185
16,000 to 20,000 km	\$225	\$236
more than 20,000 km	\$225 plus 7.8¢ per km over 20,000 km	\$236 plus 8.2¢ per km over 20,000 km

Effective July 1, 1979, the occasional travel rate will increase to 14.9¢ (14.5¢) per km.

Previous allowance categories were based on annual mileage, as follows:

<u>Approximate Distance</u>	<u>Rate per Month</u>
up to 3,000 miles	\$58
3,000 to 5,000 miles	\$87
5,000 to 7,500 miles	\$133
7,500 to 10,000 miles	\$168
10,000 to 12,500 miles	\$214
more than 12,500 miles	\$214 plus 12¢ per mile over 12,500 miles
casual mileage	23¢ per mile

CONSTRUCTION

Boilermaker Contractors' Association, Canada-wide - Local 128, Boilermakers (AFL-CIO/CLC): A renewal agreement effective from July 1, 1978 to June 30, 1980 in all provinces except Ontario, where expiration of the contract will take place on April 30, 1980. The agreement covers 1,400 Ontario employees and was settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	<u>Effective</u>	<u>July 1/78</u>	<u>July 1/79</u>
	<u>Ontario</u>		
General Increases		54¢	49¢

	July 1/78	July 1/79
Journeyman Boilermaker	\$11.95 (\$11.41)	\$12.44
Health and Welfare:	Effective July 1, 1978, employer contributes 45¢ (35¢) per hour earned.	
Pension Fund:	Effective July 1, 1978, employer contributes \$1.15 (\$1) per hour earned. Effective July 1, 1979, \$1.25.	
Educational Training Fund:	Effective July 1, 1978, employer contributes 7¢ (5¢) per hour earned.	
Daily Travel Allowance:	Effective July 1, 1978, 1 minute per kilometre from the edge of the free zone times regular straight time rate. Not to exceed the daily subsistence allowance for employees not on subsistence allowance, nor one-half the daily subsistence allowance for employees on subsistence allowance. (Previously, an employee was compensated for travelling time and transportation in an amount not exceeding the daily subsistence allowance.)	
	Effective July 1, 1978, when an employee is instructed to report to, or leaves a job location, necessitating transportation and travelling time and the use of his own car, he receives 12¢ per road kilometre plus travel time calculated at 80 kilometres per hour, each way (new).	
	Note: On all existing jobs or projects where higher travel allowances have previously been established, such allowances shall continue at their existing rate for any employer who is working on the project, or who may work on the project, for the duration of the project or until June 30, 1979, whichever is earlier.	
Subsistence Allowance:	Effective July 1, 1978, \$21 (\$19) per calendar day. Effective July 1, 1979, \$22.	

Addendum

May 1978 Settlement

METAL FABRICATING

American Can of Canada Limited at Malton - Local 487, Sheet Metal Workers (AFL-CIO/CLC): A 48-month renewal agreement effective from March 15, 1977 to March 14, 1981, covering 204 employees, settled at the bargaining stage and ratified in May, 1978. Duration of negotiations - 2 months.

Wages:	Effective	Mar. 15/77	Dec. 15/77	Mar. 15/78
General Increases		35¢*		10¢
COLA Fold-ins		37¢	45¢	12¢
Job Class Increments		½¢-6½¢		½¢-6½¢

	<u>Mar. 15/77</u>	<u>Dec. 15/77</u>	<u>Mar. 15/78</u>
Job Group 4 (includes General Labour)	\$6.855 (\$6.300)	\$7.305	\$7.530
Job Group 23 (includes Diemaker)	\$8.780 (\$8.165)	\$9.230	\$9.515
Effective	<u>June 15/78</u>	<u>Sept. 15/78</u>	<u>Jan. 1/79</u>
General Increases		10¢	
COLA Fold-ins	13¢	27¢	7¢
Job Group 4 (includes General Labour)	\$7.660	\$8.030	\$8.100
Job Group 23 (includes Diemaker)	\$9.645	\$10.015	\$10.085
Effective	<u>Mar. 15/79</u>	<u>Mar. 15/80</u>	
General Increases	10¢	30¢	
Job Class Increments	To be determined.	To be determined.	
Job Group 4 (includes General Labour)	\$8.200	\$8.500	
Job Group 23 (includes Diemaker)	\$10.185	\$10.485	

*This 35-cent increase includes 17¢ granted under a 12-month extension agreement which expired March 14, 1978. See the March 1977 Settlements Report, p.125, for details.

Previous rates reflect COLA fold-ins generated during the term of the former agreement.

Cost of Living Allowance: 1¢ for each full 0.325 point change in the Consumer Price Index - 1961=100. To be adjusted quarterly. (Basic formula is unchanged.)

Paid Holidays: The second Monday in February is added, for a total of 11 days. To be replaced by Heritage Day, if proclaimed a holiday.

Paid Vacation: Effective January 1, 1978, 2 (1) weeks after 1 year of service.

Vacation Bonus: Effective January 1, 1978, \$40 (\$30) per week of entitlement.

Health and Welfare: Life Insurance - Effective April 1, 1978, coverage increases from a minimum of \$9,900 (\$7,900) to a maximum of \$22,000 (\$20,000).

Life Insurance for Retirees - Full insurance to age 62 (65).
Thereafter, coverage is as follows:

50% of insurance in effect prior to retirement for those with
25 or more years of accredited service at the time of retirement.
Maximum coverage is \$10,000 (unchanged).

25% of insurance in effect prior to retirement for those with
15, but less than 25, years of service at the time of retirement.
Maximum coverage is \$5,000 (unchanged).

Employees with 10, but less than 15, years of service have
\$2,500 (\$500) coverage.

Sickness and Accident Benefit - Weekly disability benefits are as
follows:

Job Class	Jan. 4/78	Effective	Jan. 4/80
		Jan. 4/79	
1-4	\$152 (\$125)	\$164	\$176
5-10	\$160 (\$133)	\$172	\$184
11-15	\$168 (\$141)	\$180	\$192
16-17	\$176 (\$149)	\$188	\$200
18-20	\$184 (\$157)	\$196	\$208
21-22	\$192 (\$165)	\$204	\$216
23 and over	\$200 (\$173)	\$212	\$224

Pension Plan: Basic Benefit - Benefit level is determined from the following
schedule:

Job Class	Effective	
	Jan. 4/77	Jan. 4/79
1-6	\$12.50 (\$11.00)	\$13.50
7-13	\$13.15 (\$11.65)	\$14.15
14-17	\$13.80 (\$12.30)	\$14.80
18-19	\$14.50 (\$13.00)	\$15.50
20-21	\$15.15 (\$13.65)	\$16.15
22	\$15.80 (\$14.30)	\$16.80
23	\$16.50 (\$15.00)	\$17.50

Employees retiring on or after January 4, 1977 have the pension
cap of 85% increased by 1% per year of service over 30 years,
to a maximum of 100%. This cap is effective when the retiree
becomes eligible for CPP or OAS benefits.

Supplement - Effective January 4, 1977, eligible employees re-
tiring on or after this date receive \$300 (\$230) per month, payable
to age 62 (65) and subject to the carve-out provisions.

Vesting - Effective January 1, 1980, 10-year vesting, regardless
of reason for termination. (Previously, 10-year vesting was
granted to employees laid off and not recalled within 2 years,
to employees completing the first 2 years of a continuous period
of absence from work because of a physical disability and to em-
ployees affected by a plant closing.

Spouse's Survivorship Benefit - Effective January 4, 1977, benefit
is \$107.50 (\$100) per month.

This agreement has been ruled on by the Anti-Inflation Board.
The September 15, 1978 COLA fold-in was reduced from 27¢ to 5¢.

September 1978 Settlement

EDUCATION AND RELATED SERVICES

Dufferin-Peel Roman Catholic Separate School Board - Ontario English Catholic

Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 1,235 employees, settled at the bargaining stage in September, 1978. Duration of negotiations - 9 months.

Wages:	Effective	Sept. 1/78
	General Increase	\$1,120 on the grid

Annual Rates

Teacher, Level 1	\$10,470-\$15,840
0-6 years	(\$ 9,350-\$14,720)
Teacher, Level 4	\$13,150-\$22,120
0-10 years	(\$12,030-\$21,000)
Teacher, Level 7	\$16,530-\$27,280
0-12 years	(\$15,410-\$26,160)

Certified teachers not eligible for Level 1 - \$12,350 (\$11,230).

Principal - 3 Levels (previously, 4 Levels). Overall range - \$27,160 for Level 5 with 0 years of experience to \$33,260 for Level 7 with 4 years of experience. (Previous overall range - \$24,630 to \$31,740.)

Adoption Leave (new): Leave will be granted under the same terms and conditions as specified by legislation for maternity leave.

Retirement Gratuity: Teachers commencing employment after August 31, 1978, will not be eligible for retirement gratuity (new).

Health and Welfare: Life Insurance - Employer pays 70% (66 2/3%) of premium costs.

OHIP - Employer pays 70% (66 2/3%) of premium costs in effect on September 1, 1978 (1976).

Dental Plan - Employer pays 70% (66 2/3%) of premium costs. Payments are based on the 1977 (1976) Ontario Dental Association fee schedule.

Mileage Allowance: Teachers travelling from school to school - \$33 (\$30) per month up to 150 miles; 22¢ (20¢) per mile for the first 5,000 miles; 17¢ (16¢) per mile for the next 10,000 miles, and 15¢ (14¢) per mile thereafter.

Responsibility Allowance: Resource Teachers - Ranges from \$1,100 for Resource IV to \$2,700 for Resource I (previously, \$1,000 to \$2,600).

Principals - 20¢ per mile (unchanged), plus up to \$300 (new) per year for travel expenses.

Anti-Inflation Board Rulings in October 1978

Employer and Union	Reference	Action
American Can of Canada Ltd., Malton and Sheet Metal Workers (AFL-CIO/CLC)	Oct. 78, p. 747	Allowed
Canada Building Materials Ltd. and 8 other companies in the Toronto area and Teamsters (Ind.) (ready mix concrete empls.)	June 78, p. 377	Allowed
Council of Printing Industries of Canada on behalf of 31 employers, Toronto and area and Graphic Arts Union (AFL-CIO/CLC) (bookbinders)	Apr. 78, p. 196	Status Revised Allowed
Crown Cork and Seal Co. Ltd., Concord and Steelworkers (AFL-CIO/CLC)	June 78, p. 362	Allowed
Hamilton Civic Hospitals and Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	July 78, p. 479	Disallowed
Hiram Walker & Sons Ltd., Walkerville and Auto Workers (CLC)	Aug. 78, p. 534	Allowed
Laura Secord, Div. of Ault Foods (1975) Ltd., Scarborough and Bakery Workers (AFL-CIO/CLC) (full-time production empls.)	May 78, p. 309	Allowed
Metropolitan Toronto Board of Commissioners of Police and Police Assn. (Ind.) (uniformed empls.)	Sept. 78, p. 673	Disallowed
Quaker Oats Co. of Canada Ltd., Pet Food Div., Trenton and Foodworkers (AFL-CIO/CLC)	Apr. 78, p. 189	Allowed
Toronto Construction Assn., General Contractors' Section and Carpenters (AFL-CIO/CLC)	Oct. 77, p. 678	Disallowed
Upper Lakes Shipping Ltd., operating in the Great Lakes, St. Lawrence and coastal area and Railway, Transport and General Workers (CLC) (uncertificated personnel)	Sept. 78, p. 642	Allowed

Negotiations in Progress during October 1978 covering 200 or more Employees

Employer and Location	Union	No. of Empls	Neg Sta
Abitibi Forest Products, Thunder Bay	Cdn. Paperworkers (CLC)	525	ME
Abitibi Paper Co. Ltd., Iroquois Falls, Sault Ste. Marie and Thunder Bay	Carpenters (AFL-CIO/CLC) (woods empls.)	1,350	CO
Alcan Canada Products Ltd., Aluminum Goods Div., Toronto	Steelworkers (AFL-CIO/CLC)	326	ME
Algoma Steel Corp. Ltd. (Tube Div.), Sault Ste. Marie	Steelworkers (AFL-CIO/CLC) (production empls.)	800	CO
Allied Chemical Canada Ltd., Amherstburg	Auto Workers (CLC) (production empls.)	500	B
American Can of Canada Ltd., Brampton	Printing and Graphic Communications (AFL-CIO/CLC)	246	B
American Can of Canada Ltd., Marathon	United Paperworkers (AFL-CIO/CLC)	500	CO
American Can of Canada Ltd., Woodlands Div., Marathon	Carpenters (AFL-CIO/CLC)	250	CO
Atlific Restaurants Ltd., Toronto	Hotel Employees (AFL-CIO/CLC)	225	CO
Bata Footwear (Div. of Bata Industries), Batawa, Campbellford and Picton	Retail Clerks (AFL-CIO/CLC)	950	CO
Belleville General Hospital	Ont. Nurses' Assn. (Ind.)	293	B
Bendix Home Systems Ltd., Hensall	Carpenters (AFL-CIO/CLC)	400	B
Blackstone Industrial Products Ltd., Stratford	Auto Workers (CLC) (production and laboratory empls.)	590	WS
Boise Cascade Canada Ltd., Fort Frances and Kenora	United Paperworkers (AFL-CIO/CLC) (mill empls.)	930	ME
Brant County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	560	ME
Brant County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	409	F
Joseph Brant Memorial Hospital (Burlington-Nelson Hospital), Burlington	Ont. Nurses' Assn. (Ind.)	290	B
Burlington Steel, Div. of Slater Steel Industries Ltd., Hamilton	Steelworkers (AFL-CIO/CLC) (plant empls.)	630	B
Cambridge Towel Mills Ltd., Cambridge	Clothing and Textile Workers (AFL-CIO/CLC)	280	B
Canada Safeway Ltd., south-eastern Ontario	Retail Clerks (AFL-CIO/CLC) (full and part-time empls.)	1,015	CO

*See page 764 for definition of codes.

Negotiations in Progress during October 1978 covering 200 or more Employees (cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Canadian Automatic Sprinkler Assn.	Plumbers (AFL-CIO/CLC)	675	B
Canadian Mine Enterprises Ltd., Elliot Lake	Steelworkers (AFL-CIO/CLC)	210	B
Canadian Mine Enterprises Ltd., Sudbury	Steelworkers (AFL-CIO/CLC)	400	CO
Canadian National Institute for the Blind (Caterplan Services Div.), province-wide	Service Employees (AFL-CIO/CLC)	380	B
Canadian Standards Assn., Toronto	CUPE (CLC)	300	MED
Carleton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,100	F
Carleton Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	780	F
Carleton University, Ottawa	Academic Staff Assn. (Ind.) (university professors, librarians and instructors)	645	MED(R)
Certified Automotive Products (Central) Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	450	B
Consumers Gas Co., Toronto and other centres	Intl. Chemical Workers (AFL-CIO)	550	B
Council of Printing Industries of Canada, Toronto	Graphic Arts Union (AFL-CIO/CLC) (bookbinders)	775	B
Cyanamid of Canada Ltd., Welland	Cdn. Chemical Workers (Ind.)	420	B
Dashwood Industries Ltd., Centralia and Mount Brydges	Carpenters (AFL-CIO/CLC)	300	B
Dayton-Walther Co. Ltd., Guelph	Steelworkers (AFL-CIO/CLC)	250	B
Denison Mines, Elliot Lake**	Steelworkers (AFL-CIO/CLC) (production empls.)	1,400	B
Dominion Chain Co., Div. of Welland Forge Ltd., Stratford	Machinists (AFL-CIO/CLC)	425	CO
Dominion Stores Ltd., K-Mart Plaza, Guelph, Kitchener, Midland and Waterloo	Retail Clerks (AFL-CIO/CLC) (full and part-time empls.)	300	B
Domtar Woodlands Ltd., Nipigon	Carpenters (AFL-CIO/CLC)	200	CO
Dorr-Oliver-Long Ltd., Orillia	Steelworkers (AFL-CIO/CLC)	350	B
Durham Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,360	B

**Federal jurisdiction

Negotiations in Progress during October 1978 covering 200 or more Employees (cont'd)

Employer and Location	Union	No. of Empls	Ne St
Eddy Forest Products Ltd., Woods Operations, Espanola	Carpenters (AFL-CIO/CLC)	235	CO
Electrohome Ltd., Cambridge, Kitchener and Waterloo	Electrical Workers (IBEW) (AFL-CIO/CLC)	850	CO
Elgin County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	441	F
Etobicoke Borough Corp.	Fire Fighters (AFL-CIO/CLC)	365	AF
Etobicoke General Hospital	Ont. Nurses' Assn. (Ind.)	214	B
Falconbridge Nickel Mines Ltd., Falconbridge	Mine, Mill and Smelter Workers (Ind.)	2,900	CO
F.W. Fearman Co. Ltd., Burlington	Foodworkers (AFL-CIO/CLC)	356	B
Frontenac County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	525	F
Frontenac County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	500	F
Frontenac-Lennox and Addington County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	206	MI
Grey County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	317	F
Haldimand Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	214	MI
Halton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,300	B
Halton Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,150	B
Hamilton City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,135	B
Hamilton City Corp.	Fire Fighters (AFL-CIO/CLC)	430	AL
Hamilton-Wentworth Regional Board of Commissioners of Police	Police Assn. (Ind.)	690	B
Hamilton-Wentworth Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ind.)	1,100	B
Hastings County Board of Educa- tion	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	590	B

Negotiations in Progress during October 1978 covering 200 or more Employees (cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Hastings County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	520	B
Hastings-Prince Edward County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	200	F
Hiway Market Ltd., Kitchener and Waterloo	Retail Clerks (AFL-CIO/CLC)	260	B
Hôtel Dieu Hospital, St. Catharines	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	200	B
H-T-E Industries Ltd., Power Equipment Group, Mississauga	Electrical Workers (IBEW) (AFL-CIO/CLC)	230	B
Imperial Leaf Tobacco of Canada Ltd., Aylmer	Cdn. Chemical Workers (Ind.)	350	B
Inco Ltd., Sudbury	Steelworkers (AFL-CIO/CLC)	11,750	WS
Kent County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	600	F
Kent County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	500	F
Kimberly-Clark of Canada Ltd., Longlac	Carpenters (AFL-CIO/CLC) (woods empls.)	700	CO
Kimberly-Clark of Canada Ltd., Rexdale	Cdn. Paperworkers (CLC) (production empls.)	500	B
Kingston General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	500	CO
Lakehead District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	320	F
Leear Siegler Industries Ltd. (General Seating Div.), Kitchener	Auto Workers (CLC) (production empls.)	960	B
Leeds and Grenville County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	535	F
Leeds and Grenville County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	353	F
Levesque Plywood Ltd., Hearst	Carpenters (AFL-CIO/CLC)	280	B
Lincoln County Board of Education	CUPE (CLC)	362	B
Lincoln County Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	383	MED
Livingston Industries Ltd., Hagersville and Tillsonburg	Woodworkers (AFL-CIO/CLC)	1,040	B
Obblaws Ltd., Ottawa and other centres	Retail Clerks (AFL-CIO/CLC) (full and part-time empls.)	685	CO

Negotiations in Progress during October 1978 covering 200 or more Employees (cont'd)

Employer and Location	Union	No. of Empls	Ne St
Loblaws Ltd., Toronto and other centres	Foodworkers (AFL-CIO/CLC) (full and part-time empls.)	680	B
London City	CUPE (CLC) (outside empls.)	510	B
London City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,275	F
London City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,110	F
London and Middlesex County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	510	B
McMaster University (Operations and Maintenance Unit and Machinists Unit), Hamilton	Service Employees (AFL-CIO/CLC)	300	B
Metropolitan Toronto and Toronto City	CUPE (CLC) (inside and outside empls.)	10,495	B
Middlesex County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	363	F
Muskoka Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	235	F
William Neilson Co. Ltd., Georgetown and Toronto	Foodworkers (AFL-CIO/CLC) (production empls.)	630	B
Newman Steel Ltd., Oakville, St. Catharines, Stoney Creek and Sudbury	Steelworkers (AFL-CIO/CLC)	250	B
Niagara Falls City Corp.	CUPE (CLC)	250	B
Niagara Regional Municipality (Homes for Senior Citizens), Niagara Falls, Port Colborne, St. Catharines and Welland)	CUPE (CLC)	460	CO
Niagara South Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	850	PM
Niagara Structural Steel (St. Catharines) Ltd., St. Catharines	Steelworkers (AFL-CIO/CLC)	200	B
Nipissing Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	400	F
Nipissing District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	450	F
Non-Destructive Testing Cos., Kitchener, Sarnia and Toronto	Boilermakers (AFL-CIO/CLC) and Plumbers (AFL-CIO/CLC)	350	B

Negotiations in Progress during October 1978 covering 200 or more Employees (cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
York Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	225	F
H. Normick Ltd., Cochrane Div., Cochrane	Carpenters (AFL-CIO/CLC)	230	MED/WS
North York Borough	CUPE (CLC) (inside empls.)	520	B
North York Borough	CUPE (CLC) (outside empls.)	710	B
North York Borough Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	2,600	B
North York General Hospital, Willowdale	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	515	CO
Northumberland and Newcastle Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	565	PMB
Northumberland and Newcastle Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	456	MED
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide	OPSEU (Ind.) (support staff empls.)	7,000	B
Ontario Government	OPSEU (Ind.) (clerical services category)	9,600	B
Ontario Government	OPSEU (Ind.) (general administration category)	4,735	B
Ontario Government	OPSEU (Ind.) (general operational services category)	4,700	B
Ontario Government	OPSEU (Ind.) (institutional care and correctional services category)	9,355	B
Ontario Government	OPSEU (Ind.) (maintenance services category)	6,500	B
Ontario Government	OPSEU (Ind.) (office services category)	7,100	B
Ontario Government	OPSEU (Ind.) (scientific and professional category)	3,635	B
Ontario Government	OPSEU (Ind.) (technical services category)	4,780	B
Ontario Government (Employee Benefits)	OPSEU (Ind.)	52,000	B
Ontario Government (Working Conditions)	OPSEU (Ind.)	52,000	B
Ontario Housing Corp. Toronto	CUPE (CLC) (maintenance empls.)	685	B
Ontario Liquor Control Board and Ont. Liquor Licence Board, province-wide	Employees' Assn. (NUPGE) (CLC)	3,485	ARB
Ontario-Minnesota Pulp and Paper Co. Ltd., Woods Operations, Fort Frances and Kenora	Carpenters (AFL-CIO/CLC)	350	MED/WS

Negotiations in Progress during October 1978 covering 200 or more Employees (cont.)

Employer and Location	Union	No. of Empls	No. of Str.
Ontario-Minnesota Pulp and Paper Co. Ltd., Fort Frances	Machinists (AFL-CIO/CLC)	220	PF
Ontario-Minnesota Pulp and Paper Co. Ltd., Kenora	Machinists (AFL-CIO/CLC)	200	B
Ontario Roadbuilders Assn. and Ont. Sewer and Watermain Contractors Assn. Labour Bureau	Intl. Operating Engineers (AFL-CIO/CLC), Labourers (AFL-CIO/CLC) and Teamsters (Ind.)	1,800	MI
Oshawa City Corp. (City Hall)	CUPE (CLC)	225	B
Otaco Ltd., Orillia	Steelworkers (AFL-CIO/CLC)	260	B
Ottawa Board of Education	CUPE (CLC) (office empls.)	545	B
Ottawa Board of Education	Employees' Assn. (Ind.) (maintenance, services and plant operations empls.)	830	B
Ottawa Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,150	F
Ottawa Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,650	F
Ottawa-Carleton Regional Transit Commission	Transit Union (AFL-CIO/CLC) (bus operators, etc.)	1,355	B
Ottawa Civic Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	885	B
Ottawa Civic and other hospitals, province-wide	CUPE (CLC) (non-medical empls.)	13,000	AF
Ottawa Roman Catholic Separate School Board	Hotel Employees (AFL-CIO/CLC)	221	B
Ottawa Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,090	ME
Peel Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	2,400	F
Peel Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,700	F
Peterborough County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	446	PF
Philco Ford of Canada Ltd., Toronto	Machinists (AFL-CIO/CLC) (production empls.)	1,000	B
Plaza II Hotel, Toronto	Hotel Employees (AFL-CIO/CLC)	250	B
Prescott-Russell County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	385	F
Provincial Schools Authority, province-wide	Fed. of Provincial Schools Authority Teachers (Ind.)	700	B

Negotiations in Progress during October 1978 covering 200 or more Employees (cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
retex Knitting Co. Ltd., Toronto	Cdn. Textile and Chemical Union (CCU)	200	MED
ed Ltd., Dryden	Cdn. Paperworkers (CLC) and Intl. Operating Engineers (AFL-CIO/CLC)	900	B
enfrew County Board of Educa- tion	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	400	B
neem Canada Ltd., Hamilton and Oakville	Steelworkers (AFL-CIO/CLC)	208	B
o Algom Ltd., Elliot Lake**	Steelworkers (AFL-CIO/CLC)	1,600	B
verside Hospital, Ottawa	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	250	B
ythmans of Pall Mall Canada Ltd., Toronto	Bakery Workers (AFL-CIO/CLC)	540	B
oyal Victoria Hospital of Barrie, Inc.	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	250	B
CF Manufacturing of Canada Ltd., Toronto	Machinists (AFL-CIO/CLC)	330	B
. Joseph's Hospital, Hamilton	Ont. Nurses' Assn. (Ind.)	620	B
. Joseph's Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	385	B
. Joseph's and other hospitals, Hamilton and other centres	OPSEU (Ind.) (paramedical empls.)	1,900	B
. Mary's General Hospital, Kitchener	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	297	B
. Michael's Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	585	B
ilvation Army Grace Hospital, Ottawa	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	200	B
ult Ste. Marie District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ind.)	304	F
arborough General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	580	B
eller-Globe of Canada (Kralinator Filters Div.), Cambridge	Steelworkers (AFL-CIO/CLC)	350	B
Mcroe County Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,285	F
Mcroe County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	940	F
Smith & Stone Ltd., Georgetown	Auto Workers (CLC)	250	B

Negotiations in Progress during October 1978 covering 200 or more Employees (cont'd)

Employer and Location	Union	No. of Empls	Ne- St
Spruce Falls Power and Paper Co. Ltd., Kapuskasing	Carpenters (AFL-CIO/CLC) (woods empls.)	500	B
Steel Co. of Canada Ltd., Page-Hersey Works, Welland	Electrical Workers (UE) (CLC) (production and maintenance empls.)	1,000	PC
Steel Co. of Canada Ltd., Tube Works, Welland	Electrical Workers (UE) (CLC) (production and maintenance empls.)	500	PC
Steinberg Inc. (Miracle Mart Div.), Toronto and other centres	Foodworkers (AFL-CIO/CLC)	645	CO
Stormont, Dundas and Glengarry County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	555	F
Sudbury Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	880	F
Sudbury District Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,040	B
Sunnybrook Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	505	B
Sunnybrook Hospital and 3 other hospitals, Toronto	Service Employees (AFL-CIO/CLC) (office and clerical empls.)	685	CO
G. Tamblyn Ltd., various centres	Retail Clerks (AFL-CIO/CLC)	500	B
The Textile Rental Institute of Ontario, London and Toronto	Laundry Workers (CLC)	1,700	B
Toronto East General and Orthopaedic Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	550	B
Toronto General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	795	CO
Toronto Metropolitan School Board and Boards of Education for Toronto City and the Boroughs of East York, Etobicoke, Scarborough and York	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	6,000	B
Toronto Metropolitan Separate School Board	CUPE (CLC) (maintenance, services and plant empls.)	755	B
Toronto Transit Commission	Transit Union (AFL-CIO/CLC)	6,685	AR
Toronto Western Hospital	Ont. Nurses' Assn. (Ind.)	585	B
Tridon Ltd., Burlington	Employees' Assn. (Ind.)	400	B
Union Gas Ltd., southwestern Ontario	Cdn. Chemical Workers (Ind.) and Oil, Chemical and Atomic Workers (AFL-CIO/CLC) (hourly-rated, maintenance and office empls.)	1,110	B
Uniroyal Ltd., Chemical Div., Elmira	Steelworkers (AFL-CIO/CLC)	200	MED

Negotiations in Progress during October 1978 covering 200 or more Employees (cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
University of Toronto, Libraries	CUPE (CLC) (non-professional empls.)	340	MED
Victoria Hospital Corp., London	Office Employees (AFL-CIO/CLC)	350	ARB
Victoria Hospital Corp., London	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	700	B
Victoria and other area hospitals, London and other centres	Service Employees (AFL-CIO/CLC) (non-medical empls.)	3,100	CO
Welland County General Hospital, Welland	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	240	B
Wellesley Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	360	B
Wellington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	740	B
Wellington County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	510	B
Wellington County Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	214	F
Westinghouse Canada Ltd., Hamilton	Electrical Workers (UE) (CLC) (office and clerical empls.)	350	B
Windsor Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	740	MED
Windsor City Corp.	CUPE (CLC) (inside empls.)	600	B
York County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,250	F
York County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	960	F
York University, Toronto	Faculty Assn. (Ind.)	1,040	B
<u>More Than One Province</u>			
Air Canada, system-wide**	Cdn. Air Line Employees (CLC) (sales dept. empls.)	2,675	B
Air Canada, system-wide**	Air Line Pilots (Ind.)	1,500	B
Associated Clothing Manufacturers of the Province of Quebec and Montreal Clothing Contractors Assn., Montreal and district, Que. and Men's Clothing Manufacturers Assn. of Ont., Toronto and district, Ont.	Clothing and Textile Workers (AFL-CIO/CLC) (production empls.)	11,715	B

*Federal jurisdiction

Negotiations in Progress during October 1978 covering 200 or more Employees (cont'd)

Employer and Location	Union	No. of Empls	Neg Sta
Bell Canada, Que. and Ont.**	Cdn. Telephone Employees (Ind.) (clerical and associated empls.)	15,220	B
Bell Canada, Que. and Ont.**	Cdn. Telephone Employees (Ind.) (communications sales empls.)	580	B
Bell Canada, Que. and Ont.**	Communications Union (Ind.) (traffic operators and dining service empls.)	8,000	B
Bell Canada, Nfld., Que., Ont. and N.W.T.**	Communications Workers of Canada (CLC) (craft and service empls.)	13,000	B
CP Air, system-wide**	Air Line Flight Attendants (CLC)	900	B
CP Air, system-wide**	Air Line Pilots (Ind.)	600	PO
CP Air, system-wide**	Railway Clerks (AFL-CIO/CLC) (senior dispatchers, assistant dispatchers, passenger agents, etc.)	1,300	B
Canadian Broadcasting Corp., Canada-wide**	Newspaper Guild (AFL-CIO/CLC)	440	B
Canadian Lake Carriers Assn., Great Lakes and St. Lawrence**	Marine Officers (AFL-CIO/CLC) (marine engineer officers)	353	AR
Canadian Pacific Express Ltd., Atlantic, Eastern and Western Regions**	Railway Clerks (AFL-CIO/CLC) (drivers, mechanics, etc.)	2,935	B
Council of Printing Industries of Canada, Hamilton, London, Ottawa and Toronto, Ont. and Montreal, Que.	Graphic Arts Union (AFL-CIO/CLC) (lithography empls. and photoengravers)	2,155	B
Government of Canada (Treasury Board)**	Cdn. Postmasters and Assistants Assn. (Ind.)	8,210	B
Government of Canada (Treasury Board)**	Cdn. Union of Professional & Technical Employees (Ind.) (translation group)	1,170	CB
Government of Canada (Treasury Board)**	Economists, Sociologists and Statisticians Assn. (Ind.)	2,450	AR
Government of Canada (Treasury Board)**	Merchant Service Guild (CLC) (ships' officers)	1,330	AR
Government of Canada (Treasury Board)**	Postal Officials (Ind.) (postal supervisors)	4,130	B
Government of Canada (Treasury Board)**	Postal Workers (CLC) (postal operations group, non-supervisory)	24,135	ME
Government of Canada (Treasury Board)**	Professional Institute (PIPS) (Ind.) (commerce group)	1,505	AR
Government of Canada (Treasury Board)**	PIPS (Ind.) (engineering and land survey group)	2,250	B
Government of Canada (Treasury Board)**	Public Service Alliance of Canada (PSAC) (CLC) (auditing group)	2,560	B
Government of Canada (Treasury Board)**	PSAC (CLC) (drafting and illustration group)	2,040	B

*Mediator-Arbitrator appointed by legislation.

**Federal jurisdiction.

Negotiations in Progress during October 1978 covering 200 or more Employees (cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Government of Canada (Treasury Board)**	PSAC (CLC) (engineering and scientific support group)	8,065	CB
Government of Canada (Treasury Board)**	PSAC (CLC) (general technical, social science support and technical inspection groups)	5,005	B
Government of Canada (Treasury Board)**	PSAC (CLC) (library science group)	450	B
Government of Canada (Treasury Board)**	PSAC (CLC) (lightkeepers, non-supervisory and supervisory)	500	B
Government of Canada (Treasury Board)**	PSAC (CLC) (office equipment operations group)	590	B
Government of Canada (Treasury Board)**	PSAC (CLC) (primary products inspection group)	2,745	B
Government of Canada (Treasury Board)**	PSAC (CLC) (programme administration group)	22,445	PCB
Government of Canada (Treasury Board)**	PSAC (CLC) (radio operations group)	1,155	B
Greyhound Lines of Canada, system-wide**	Transit Union (AFL-CIO/CLC) (operators, maintenance and terminal empls.)	900	CO
House of Seagrams (various distillers), N.B., Que., Ont. and Man.	Distillery Workers (AFL-CIO/CLC) (production empls.)	1,035	B
National Research Council of Canada, Canada-wide**	Employees' Assn. (Ind.) (technical category)	980	B
Northern Telecom Ltd., Ont., Man., Sask. and Alta.**	Communications Workers of Canada (CLC)	1,225	B
Railway Assn. of Canada, representing CN and CP Rail jointly-owned companies and other railway companies, system-wide**	Associated Railway Unions (CLC and AFL-CIO/CLC) (non-operating empls., office, road service and residual)	50,000	B
Railway Assn. of Canada, representing CN and CP Rail, system-wide (except Nfld.)**	Locomotive Engineers (Ind.)	3,800	B
Railway Assn. of Canada, representing CN and CP Rail and other railway companies, system-wide**	Non-operating Railway Unions (AFL-CIO/CLC) (shop craft empls.)	21,250	B
Railway Assn. of Canada, representing CN and CP Rail, system-wide**	United Transportation Union (AFL-CIO/CLC) (conductors, brakemen, firemen, yardmasters, etc.)	16,150	B
Royal Canadian Mint, Hull, Que., Ottawa, Ont. and Winnipeg, Man.**	PSAC (CLC) (production and office empls.)	505	B
St. Lawrence Seaway Authority, Que. and Ont.**	Railway, Transport and General Workers (CLC) (Operational and Maintenance Agreement and Headquarters Agreement)	1,080	B

Negotiations in Progress during October 1978 covering 200 or more Employees (cont'd)

Employer and Location	Union	No. of Empls	Neg Sta
Saskatchewan Wheat Pool, Ont., Man., Sask. and B.C.**	Grain Services Union (CLC) (Country Elevator, Head Office, Printing & Publishing, Livestock and Construction & Repair Divs.)	2,500	B
Steinberg Inc., Ottawa and other centres, Ont. and Hull and Gatineau, Que.	Retail Clerks (AFL-CIO/CLC) (retail food empls.)	1,000	B
Tele-Direct Ltd., Que. and Ont.	Cdn. Telephone Employees (Ind.) (clerical and associated empls.)	750	B

Definitions of Codes for Negotiation Stages

- B - Direct Bargaining
- DMO - Direct Mediation Officer
- CO - Conciliation
- CB - Conciliation Board
- MED - Mediation
- PCB - Post Conciliation Bargaining
- ARB - Arbitration
- WS - Work Stoppage
- B/WS - Bargaining After a Work Stoppage
- MED/WS - Mediation During a Work Stoppage
- F - Fact Finder
- PMB - Post Mediation Bargaining
- PFB - Post Fact Finder Bargaining
- (R) - (R) following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More Ontario
Employees Expiring in November 1978

Employer and Location	Union	No. of Empls.
Ingloma Steel Corp. Ltd. (Tube Div.), Sault Ste. Marie	Steelworkers (AFL-CIO/CLC) (production empls.)	809
Bell Canada, province-wide	Cdn. Telephone Employees (Ind.) (communication sales empls.)	316
Bell Canada, province-wide	Cdn. Telephone Employees (Ind.) (office and clerical empls.)	7,610
Bell Canada, province-wide	Communications Union (Ind.) (traffic operators and dining service empls.)	4,750
Bell Canada, province-wide	Communications Workers (CLC) (craft and service empls.)	5,750
Canadian Broadcasting Corp., Canada-wide	Newspaper Guild (AFL-CIO/CLC)	440
Certified Automotive Products (Central) Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	450
Cyanamid of Canada Ltd., Welland	Cdn. Chemical Workers (Ind.)	420
Dashwood Industries Ltd., Centralia and Mount Brydges	Carpenters (AFL-CIO/CLC)	300
Dominion Chain Co., Div. of Welland Forge Ltd., Stratford	Machinists (AFL-CIO/CLC)	425
F.W. Fearman Co. Ltd., Burlington	Foodworkers (AFL-CIO/CLC)	356
Government of Canada (Treasury Board)	Public Service Alliance of Canada (PSAC) (CLC) (office equipment operations group)	420
I-T-E Industries Ltd., Power Equipment Group, Mississauga	Electrical Workers (IBEW) (AFL-CIO/CLC)	230
Lake Ontario Cement Ltd., Sophiasburg and Toronto	Cement Workers (AFL-CIO/CLC)	230
Lily Cups Ltd., Toronto	Printing and Graphic Communica- tions (AFL-CIO/CLC)	395
Non-Destructive Testing Cos., Kitchener, Sarnia and Toronto	Boilermakers (AFL-CIO/CLC) and Plumbers (AFL-CIO/CLC)	350
Ontario Educational Communications Authority, Toronto	Broadcast Employees (NABET)	200
Philco-Ford of Canada Ltd., Toronto	Machinists (AFL-CIO/CLC) (pro- duction empls.)	1,000
Prince Hotel, Toronto	Hotel Employees (AFL-CIO/CLC)	280
Puretex Knitting Co. Ltd., Toronto	Cdn. Textile and Chemical Union (CCU)	200
Rheem Canada Ltd., Hamilton and Oakville	Steelworkers (AFL-CIO/CLC)	208
Sheller-Globe of Canada (Kralinator Filters Div.), Cambridge	Steelworkers (AFL-CIO/CLC)	350
SKF Manufacturing of Canada Ltd., Toronto	Machinists (AFL-CIO/CLC)	330
Smith & Stone Ltd., Georgetown	Auto Workers (CLC)	250

Collective Bargaining Agreements Covering 200 or More Ontario
Employees Expiring in November 1978 (Cont'd)

Employer and Location	Union	No. o Empls
Steel Co. of Canada Ltd., Page-Hersey Works, Welland	Electrical Workers (UE) (CLC) (production and maintenance empls.)	1,00
Steel Co. of Canada Ltd., Tube Works, Welland	Electrical Workers (UE) (CLC) (production and maintenance empls.)	50
Steinberg Ltd., Miracle Food Mart Div., Toronto	Teamsters (Ind.)	29
Tele-Direct Ltd., Intercity	Cdn. Telephone Employees (Ind.)	42
Victoria Hospital Corp., London	Service Employees (AFL-CIO/CLC) (non-medical empl., part- time)	25



Labour Canada
Travail Canada



Ontario

LABOUR CANADA
OTTAWA

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
(AND NEGOTIATIONS) IN ONTARIO
November 1978



Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

Foreword

This report consists of four sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in November 1978 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries - the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

Some of the settlements note that the wage increases are subject to the approval of the Anti-Inflation Board. This note is generally included only when part of an increase is withheld pending the Board's decision. It is not extended to other settlements which may require AIB approval, even if the wage increases appear to exceed the anti-inflation guidelines.

The second section of the report lists rulings made by the Anti-Inflation Board in November 1978 on settlements which were reported previously. The list includes only those rulings which have come to the attention of the Ministry and it may be incomplete. The action taken by the Board is indicated in terms of whether the Board approved or disapproved the settlement.

The third section lists the negotiations underway in November 1978. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The fourth section lists the agreements that are scheduled to expire in December 1978.

This report was prepared jointly by Labour Canada and the Ontario Ministry of Labour. Labour Canada reports on non-construction situations covering 500 or more employees. The Ontario Ministry of Labour reports on non-construction situations covering 200 to 499 employees and on all construction situations covering 200 or more employees.

December 29, 1978

Contents

	Page
Index to Settlements Reported	767
November 1978 Settlements	
Food and Beverage	771
Leather	771
Wood	772
Primary Metal	773
Metal Fabricating	775
Transportation Equipment	778
Electrical Products	779
Mines	779
Transportation	780
Communication	783
Retail Trade	784
Education and Related Services	792
Health and Welfare Services	806
Services to Business Management	808
Personal Services	808
Federal Administration	809
Local Administration	811
Construction	812
Addendum	
June 1978 Settlements	812
September 1978 Settlements	815
Anti-Inflation Board Rulings in November 1978	817
Negotiations in Progress during November 1978	
Covering 200 or More Employees	818
Collective Bargaining Agreements Covering 200 or More Ontario Employees Expiring in December 1978	833

Highlights

Nickel Mine and Mill Settlements. A three-year agreement was reached in conciliation in late November between Falconbridge Nickel Mines and Local 598 of the Mine, Mill and Smelter Workers Union, representing about 2,100 hourly-rated employees at the company's Sudbury area operations. The previous contract expired on August 21, 1978, the day on which the employees returned to work following a seven-week shutdown implemented to reduce mounting nickel inventories. The union's bargaining priorities included improvements in job security, pensions and cost-of-living protection.

The new agreement contained a first-year general wage increase of 10 cents per hour, retroactive to August 21. For the second and third years, it provided an annual reopener clause allowing renegotiation of most monetary matters and giving the parties the right of a legal strike or lockout after completion of the conciliation stage of bargaining. The existing cost-of-living provision with a .35 factor, which generated an 85-cent floating allowance (including a November adjustment of 6 cents), was continued. The workers also received a lump sum payment of up to \$110 in settlement of a COLA claim of 24-cents per hour for the period between August and November 1978. Other changes comprised improvements in the paid holiday provision, weekly indemnity, dental plan, pension benefits for present retirees, grievance procedure and the existing health and safety program. The company also agreed to limit contracting out work presently done by outsiders, and to institute a Supplementary Unemployment Benefit Plan to provide protection in case of layoffs. The plan, financed from a company contribution of 5 cents per hour worked, will provide a maximum of \$40 per week depending on the fund level, paid for 52 weeks to laid off employees with more than 5 years of service and for 26 weeks to those with 2 years service.

Except for the wage offer, the negotiated improvements were similar to those included in a package offered in September, 1978 to members of the United Steelworkers of America (USWA) by Inco Ltd. at Sudbury and Port Colborne. The one-year wage offer called for a general increase of 10 cents per hour, 6 cents of which would be deducted from a cost-of-living allowance payable in November. At the Port Colborne refinery, 750 members of Local 6200 accepted the proposed settlement [see pp 624-625 of the September 1978 issue of this report], whilst at Sudbury the 11,700 members of Local 6500 rejected it and went on strike in mid-September. At that time, the union was seeking major improvements in wages, pensions, health benefits and job security, in a multi-year contract comparable to an earlier USWA settlement with Algoma Steel in Sault Ste. Marie. A further contentious issue involved the company's insistence on amending the grievance procedure, including a reduction in the number of stewards involved in the final stages and a decentralization of hearings to the individual plants. At the end of November, with the strike still in progress, the parties agreed to resume negotiations with the aid of a provincial mediator.

Shoe Workers Settlements. Local 1979 of the Retail Clerks International Union (RCIU) approved a two-year renewal agreement with the Footwear Division of Bata Industries, ending a two-day strike that began after the memorandum of settlement was reached in mediation on November 17. The newly formed local of the RCIU Footwear Division, representing 950 production employees at four plants of the Batawa-based company, was established recently by a merger of four locals of the former Boot and Shoe Workers in the Belleville-Trenton area. During the current round of negotiations, the workers staged two wildcat walkouts to protest against the company's proposal for a two-year contract which included a new dental plan financed by employee contributions.

The new agreement, retroactive to October 4, the day after the previous contract expired, called for a general wage increase of 7 per cent in the first year and 7½ per cent in the second. It also continued a 25-cent per hour cost-of-living adjustment paid as an "add-on" for all hours worked. The changes in other benefits comprised increased shift premiums and holiday pay, expansion of the paid bereavement leave to include in-laws and grandparents, introduction of a safety shoe allowance and a new jury duty clause. The company also agreed to improve life insurance and weekly indemnity benefits and to finance entirely a comprehensive dental plan scheduled for implementation in February 1979.

Earlier this year, five additional renewal agreements covering 1,500 production employees of four other major shoe manufacturers in Ontario, were concluded by one Canadian and two international unions. In January and May, about 690 members of the United Shoe Workers of America, employed at three Greb Industries plants in Kitchener, ratified two almost identical contracts reached in direct bargaining. The new agreements provided a two-stage general wage increase of about 12 per cent (46 cents per hour at Services and Cema plants and 47 cents per hour at the Bauer Division) over two years, higher shift premiums and improved annual vacations. The Bauer settlement terms, which also included an improved bereavement leave provision and higher employer OHIP contributions, usually form a basis for subsequent negotiations at other Greb divisions having contracts expiring at a later date. [See pp 4-5 and 270-271 of the January and May 1978 issues of this report for details of the two settlements].

In March, 200 members of the United Shoe Workers employed at the Savage Shoes plant No. 7 in London ratified a 23-month agreement which included hourly wage increases totalling 32 cents plus a 6-cent COLA fold-in. The semi-annual cost-of-living adjustments of 1 cent per hour for each 1.0 change in the CPI were continued. [see pp 114-115 of March 1978 report]. A settlement covering 250 members of RCIU Local 233F at Susan Shoe Industries in Hamilton was concluded in mediation during a 4-day work stoppage in May. The two-year contract provided a first year increase of 18 cents per hour, and a further 20 cents supplemented by a triggered COLA

escalator in the second year /see pp 681-682 of September 1978 report/. Finally, an October settlement between the Canadian Food and Allied Workers, Local 82, and the Star Slipper and Valenti Shoe companies in Toronto contained a two-stage wage increase of 45-cents with a wage reopener in the third year of the contract. In addition, effective in the second year, a new triggered cost-of-living escalator was introduced /see pp 705-706 of October 1978 report/.

Urban Transit Settlements. The largest of the seven major urban transit bargaining situations in Ontario to be resolved in 1978 involved 7,480 employees of the Toronto Transit Commission and its subsidiary Grey Coach Lines. The workers are represented by Division 113 of the Amalgamated Transit Union (ATU) and two smaller locals of the International Association of Machinists (IAM) and the Canadian Union of Public Employees (CUPE). The TTC-ATU negotiations for a new contract, replacing the one that expired on June 30, began in April. The union's initial objectives included a 10 per cent wage increase over one year, changes in the COLA clause to keep pace with inflation, reduction in the spread of hours for operators and improvements in pension and health benefits. The TTC attempted to secure agreement on certain changes in working practices designed to improve the efficiency of operations and offered a 4 per cent increase retroactive to July 1, an additional 2 per cent for the remaining 6 months of a one-year contract, plus cost-of-living increases, and improvements in medical benefits and working conditions.

The chances of a settlement became remote after the workers rejected the offer and a stalemate developed following conciliation and mediation efforts. The outstanding issues included wages, the cost-of-living formula, and a COLA bonus negotiated in 1977 to be payable in July 1978, but disallowed by the AIB even though it had approved that contract. The workers went on strike on September 11, when a new union proposal of a compounded increase of 7.3 per cent was rejected by TTC management. The commission's pre-strike offer called for an average of 5½ per cent over one year, which would have produced an hourly rate of \$8 for operators on January 1, 1979, matching at that time the recently negotiated rate for bus drivers in Mississauga.

Following a 4-day strike, the TTC workers were ordered back to work by the Ontario Legislature, and compulsory arbitration was imposed to settle the dispute. The binding settlement, awarded at the end of November, provided a 6.1 per cent wage increase in a one-year contract retroactive to July 1 for the ATU unit and to April 1 for mechanics and clerical employees represented by the IAM and CUPE. The workers were also granted a lump sum bonus of \$20 payable on January 1, in lieu of the cost-of-living adjustment generated under the previous contract. The cost-of-living clause, with a trigger point increased to 180.6, was continued, but the union proposal to tie wage rates to the CPI was rejected. In addition, operators received time and one-half, rather than

straight time, for overtime worked because of being relieved late. Other contract changes, settled prior to arbitration, included improvements in the pension plan, health and welfare benefits, tool, meal and mileage allowances and an increased recall time. The hourly rates for Toronto operators rose to \$8 on July 1, 1978 paralleling those paid their Montreal counterparts.

Subsequent to the release of the arbitration award, some doubt arose over the interpretation of the awarded COLA trigger in view of changes introduced by Statistics Canada in the calculation of the regional CPI figures. The arbitrator clarified his award by ruling that the trigger point on the basis of the new Toronto CPI should be 183.7 (equivalent to 180.6 on the old index as contained in the original award).

Five other urban transit settlements, involving almost 2,800 ATU members, were concluded between March and August, 1978. The Ottawa-Carleton Regional Transit Commission and its 1,355 drivers and mechanics agreed to a one-year contract providing an average wage increase of 6 per cent effective January 1, 1978. Transit Windsor negotiated pay increases averaging about 6 per cent and improved spread premiums as a result of a wage reopener in a two-year agreement expiring on February 28, 1979. Hamilton transit workers received a total average wage increase of 6.4 per cent over two years, protected by a triggered COLA formula with a .25 adjustment factor. The London Transit workers also ratified a two-year agreement, including a total wage increase of 14 per cent and a triggered COLA clause. Finally, Mississauga transit employees received a four-stage wage increase averaging 13.3 per cent over two years, raising the hourly rate for a bus driver to \$8 commencing January 1, 1979, and to \$8.65 for the final six months of a contract expiring June 30, 1980.

The only outstanding 1978 major urban transit dispute involves 214 members of the Canadian Brotherhood of Railway Transport and General Workers employed by the City of Kitchener. The previous contract expired in May. Following a 9-day strike in October, the parties agreed to refer the dispute to an independent arbitrator.

Index to Settlements Reported, November 1978

Employer and Location	Union	Page
Aluminum Goods (Div. of Alcan Canada Products Ltd.), Toronto	Steelworkers (AFL-CIO/CLC)	776
Bata Footwear, Div. of Bata Industries Ltd., Batawa, Campbellford, Picton and Trenton	Retail Clerks (AFL-CIO/CLC) (plant empls.)	771
Bell Canada, Que. and Ont.	Cdn. Telephone Employees (Ind.) (clerical and associated empls.)	783
Bell Canada, Que. and Ont.	Cdn. Telephone Employees (Ind.) (communications sales empls.)	784
Bruce County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	792
Canada Cement Lafarge Ltd., Brookfield, N.S., Havelock, N.B., Hull, Que. and Woodstock, Ont.	Cement Workers (AFL-CIO/CLC) (production and maintenance empls.)	815
Canadian Automatic Sprinkler Assn.	Plumbers (AFL-CIO/CLC) (sprinkler fitters field agreement)	812
Canadian Lake Carriers Assn., Great Lakes and St. Lawrence	Merchant Service Guild (CLC) (deck officers)	780
Canadian Red Cross Society, Blood Transfusion Service, Hamilton, London, Ottawa and Toronto	Employees' Assn. (Ind.)	806
Canadian Standards Assn., Toronto	CUPE (CLC)	808
Carleton University, Ottawa	Academic Staff Assn. (Ind.) (professors, librarians and instructors)	804
Chatham Public General Hospital	Service Employees (AFL-CIO/CLC)	806
Clyton-Walther Co. Ltd., Guelph	Steelworkers (AFL-CIO/CLC)	778
Dominion Stores Ltd., Guelph, Kitchener, Midland and Waterloo and K-Mart Plaza, Waterloo Twp.	Retail Clerks (AFL-CIO/CLC)	784
Electrohome Ltd., Kitchener and Waterloo	Electrical Workers (IBEW) (AFL-CIO/CLC) (plant empls.)	779
Falconbridge Nickel Mines Ltd., Falconbridge	Mine, Mill and Smelter Workers' Union (Ind.) (hourly-rated empls.)	779
F.W. Fearman Co. Ltd., Burlington	Foodworkers (AFL-CIO/CLC)	771
Four Seasons Hotel Toronto (Four Seasons Yorkville)	Laundry Workers (CLC)	816
Government of Canada (Treasury Board)	Merchant Service Guild (CLC) (ships' officers)	809
Government of Canada (Treasury Board)	PIPS (Ind.) (commerce group)	810
Government of Canada (Treasury Board)	PSAC (CLC) (engineering and scientific support group)	810

Index to Settlements Reported, November 1978 (Cont'd)

Employer and Location	Union	Page
Hamilton-Wentworth Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	792
Hastings County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	793
Hastings County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	794
Hastings-Prince Edward County R.C.S.S. Board	Ont. English Catholic Teachers' Assn. (Ind.)	794
Hiway Market Ltd., Kitchener and Waterloo	Retail Clerks (AFL-CIO/CLC)	786
Hotel Plaza II, Toronto	Hotel Employees (AFL-CIO/CLC)	808
Huron County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	816
Kingston and District Road, Sewer and Watermain Contractors	Labourers (AFL-CIO/CLC)	812
Levesque Plywood Ltd., Hearst	Carpenters (AFL-CIO/CLC)	772
Loblaws Ltd., Barrie, Chatham, Hamilton, Kingston, London, St. Catharines and Toronto	Foodworkers (AFL-CIO/CLC) (full and part-time empls.)	787
Loblaws Ltd., Brantford, Kingston, London, Ottawa, Sarnia and Windsor	Retail Clerks (AFL-CIO/CLC) (full and part-time empls.)	789
London City Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	794
London City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	795
London & Middlesex County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	795
Middlesex County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	796
Newman Steel Ltd., Oakville, St. Catharines, Stoney Creek and Sudbury	Steelworkers (AFL-CIO/CLC)	775
Nipissing Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	797
Nipissing District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	797

Index to Settlements Reported, November 1978 (Cont'd)

Employer and Location	Union	Page
ntario Industrial Roofing Contractors' Assn.	Sheet Metal Workers (AFL-CIO/CLC)	813
ttawa Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	797
eel Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	798
eterborough County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	798
enfrew County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	799
heem Canada Ltd., Hamilton and Oakville	Steelworkers (AFL-CIO/CLC)	777
imcoe County Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	799
imcoe County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	800
teel Co. of Canada Ltd., Page-Hersey Works and Welland Tube Works, Welland	Electrical Workers (UE) (CLC)	773
teinberg Inc., Ottawa and other centres, Ont. and Hull and Gatineau, Que.	Retail Clerks (AFL-CIO/CLC)	790
teinberg Inc. (Miracle Mart Div.), Toronto and other centres	Foodworkers (AFL-CIO/CLC) (retail department store empls.)	791
tormont, Dundas and Glengarry County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	801
tormont, Dundas and Glengarry County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	801
udbury Board of Education	CUPE (CLC) (custodial, maintenance, construction and transportation empls.)	802
udbury Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	803
udbury Regional Board of Commissioners of Police	Police Assn. (Ind.)	811
oronto City Board of Education	Educational Assistants' Assn. (Ind.)	803

Index to Settlements Reported, November 1978 (Cont'd)

Employer and Location	Union	Page
Toronto Transit Commission and Gray Coach Lines	Transit Union (AFL-CIO/CLC); CUPE (CLC) and Machinists (AFL-CIO/CLC)	7
University of Toronto (Libraries)	CUPE (CLC) (non-professional empls.)	8
Wellington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	80

FOOD AND BEVERAGE

F.W. Fearman Company Limited at Burlington - Local 1227, Foodworkers (AFL-CIO/CLC):

A 24-month renewal agreement effective from November 15, 1978 to November 14, 1980, covering 356 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Nov. 15/78</u>	<u>Nov. 15/79</u>
	General Increases	60¢	60¢
	Job Class Increment	½¢	½¢
	Job Class 1 (includes Labourer)	\$6.610 (\$6.005)	\$7.215
	Job Class 40 (includes Electrician)	\$8.95 (\$8.15)	\$9.75

Paid Vacation: Effective in 1979, 4 weeks after 12 (15) years of service.
Effective in 1980, 5 weeks after 20 years and 6 weeks after 25 years of service (new).

Vacation Pay: 10% after 20 years and 12% after 25 years of service (new).

Health and Welfare: Life Insurance - \$7,000 (\$6,000) coverage.

Weekly Indemnity Plan - Maximum benefit increases to \$160 (\$147) per week. Payable for 17 weeks (17 weeks accident and 16 weeks sickness) for employees with 6 months to 5 years of service, and for 26 weeks (21 weeks accident and 20 weeks sickness) for employees with over 5 years' service.

Major Medical - \$50 (\$75) family deductible.

Dental Plan - Coverage is based on the 1978 (1976) Ontario Dental Association schedule of fees.

Pension Plan (new): Past Service - Effective November 15, 1978, \$3.00 per month per year of service.

Future Service - Effective November 15, 1978, \$5.00 per month per year of service.

Pre-Retirement Death Benefit - Beneficiary receives a member's contributions plus 6% per annum interest upon the death of a member not 45 years of age with 10 years' service. Beneficiary for employee age 45 with 10 years of service receives the same, or the actuarial cash equivalent of the accrued pension vested in the employee at the time of death, whichever is greater.

Meal Allowance: \$4.00 (\$3.50) for truck drivers out of town.

LEATHER

Bata Footwear, Division of Bata Industries Limited at Batawa, Campbellford, Picton and Trenton - Local 1979, Retail Clerks (AFL-CIO/CLC) (plant employees): A 24-month renewal agreement effective from October 4, 1978 to October 3, 1980, covering 950 employees, settled with

mediation assistance. (A 2-day work stoppage occurred between the date of the tentative settlement and ratification.) Duration of negotiations - 5 months.

Wages:	Effective	<u>Oct. 4/78</u>	<u>Oct. 4/79</u>
	General Increases	7%	7½%
	<u>Hourly Rates</u>		
	Cleaner	\$3.83 (3.58)	\$4.12
	Leather Dispatcher	\$5.62 (5.25)	\$6.04
Cost of Living Payment:	25¢ per hour is paid as an "add-on" (unchanged).		
Shift Premium:	0-14¢-18¢ (0-8¢-12¢).		
Paid Holidays:	Holiday pay is increased to 110% (100%) of base wage in the first year of the agreement, and to 120% in the second year.		
Bereavement Leave:	Up to 1 day's paid leave to attend the funeral of a brother-in-law, sister-in-law or grandparent (new).		
Jury Duty and Crown Witness Pay (new):	Employees serving on a jury or as Crown Witnesses receive a full day's pay, less any court fees.		
Health and Welfare:	<u>Life Insurance</u> - \$5,000 (\$4,000) coverage.		
	<u>Weekly Indemnity</u> - Follows UIC maximum. Currently, \$160 per week. (Previously, \$60 to \$80 per week, depending on income level).		
	<u>Dental Plan (new)</u> - Effective February 1, 1979, comprehensive coverage based on the 1978 Ontario Dental Association fee schedule will be provided. 80%-20% co-insurance or better. Employer pays 100% of the premiums. Should the employees decide through a January 10, 1980 supervised ballot that the Plan is to be jointly managed by Company and Union, the employer's obligation in funding the plan will be 7¢ per hour worked, to a maximum of \$2.80 per week per employee.		
Safety Shoe Allowance (new):	Up to \$30 initially and up to \$20 per year thereafter for employees working in designated areas.		

WOOD

Levesque Plywood Limited at Hearst - Local 2995, Carpenters (AFL-CIO/CLC): A 24-month renewal agreement effective from June 1, 1978 to May 31, 1980, covering 280 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>June 1/78</u>	<u>June 1/79</u>
	General Increases	46¢	46¢

	<u>June 1/78</u>	<u>June 1/79</u>
Additional Adjustments	10¢ for some classifications	10¢ for some classifications
Labourer - Plywood	\$6.11 (\$5.65)	\$6.57
Electrician Class A	\$7.96 (\$7.40)	\$8.52

Shift Premium: Effective June 1, 1978, employees scheduled to rotate on two or three shifts, 9¢ (8¢) per hour. Effective June 1, 1979, 12¢ per hour.

Paid Vacation: For employees with 20 years of service, one additional week at age 60, 2 additional weeks at age 61, 3 additional weeks at age 62, 4 additional weeks at age 63 and 5 additional weeks at age 64 (new).

Health and Welfare: Weekly Indemnity Plan - Effective January 1, 1979, benefit is 70% of weekly earnings, to a maximum of \$170 (\$147) per week. Payable on a 1-4-52 basis.

Dental Plan - Employer pays 100% of cost of premiums for new basic dental plan.

PRIMARY METAL

Steel Company of Canada Limited (Page-Hersey Works and Welland Tube Works) at Welland - Local 523, Electrical Workers (UE) (CLC): Two 36-month renewal agreements effective from November 1, 1978 to October 31, 1981, covering a total of 1,030 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:

Effective	<u>Nov. 1/78</u>	<u>Feb. 1/79</u>	<u>Nov. 1/79</u>	<u>Nov. 1/80</u>
COLA Fold-in	43¢*			
General Increases	27.8¢	30¢	10¢	10¢
Incremental Increases				1¢-3¢

Page-Hersey Works

Labour Grade 1 (includes Labourer)	\$6.510 (\$5.802)	\$6.810	\$6.910	\$7.01
Labour Grade 14 (Electronic Repairman)	\$8.710 (\$8.002)	\$9.010	\$9.110	\$9.44

Welland Tube Works

Labour Grade 2 (includes Labourer)	\$6.580 (\$5.872)	\$6.880	\$6.980	\$7.09
Labour Grade 15 (Electronic Repairman)	\$8.990 (\$8.282)	\$9.290	\$9.390	\$9.75

	<u>Nov. 1/78</u>	<u>Feb. 1/79</u>	<u>Nov. 1/79</u>	<u>Nov. 1/80</u>
Special Shutdown Rate	\$6.930 (\$6.222)	\$7.230	\$7.330	\$7.47

NOTE: There are 14 Labour Grades at Page-Hersey and 15 Labour Grades at Welland Tube. The hourly rates for Labour Grade 1 through 14 at both operations are identical. However, Welland Tube Works pays one Labour Grade higher than Page-Hersey Works for similar classifications.

Previous rates reflect an unscheduled increase of 2.2¢ made retroactive to November 1, 1977 during the term of the previous agreement.

Cost of Living Allowance: 1¢ for each 0.3 point increase in the Consumer Price Index - 1971=100. Adjusted quarterly and folded into wages on November 1, 1979 and November 1, 1980. (Previous formula was similar, but the Page-Hersey agreement did not provide for a fold-in.)

*The 43¢ shown as a fold-in represents the amount of COLA that would have been generated under the previous agreement. However, due to a ruling by the Anti-Inflation Board, only 18¢ was being paid as a COLA by the termination of the agreement.

Health and Welfare: Life Insurance - \$16,000 (\$13,000) coverage for employees under age 65. \$3,500 (\$3,000) coverage for employees age 65 or more and for employees taking early retirement.

Weekly Indemnity - Maximum benefit will continue to follow the UIC maximum. (Maximum of \$170 was in effect during the past agreement.)

OHIP - Should premiums be discontinued by legislation, the employer's contribution will be diverted to other employee benefits (new).

Extended Health Care Benefit - Lifetime maximum benefit is \$10,000 (\$5,000). Clinical psychologist fees, up to \$300, are now covered (new).

Optical Expenses - \$50 (\$25) every 2 years.

Dental Care - Payments are based on the 1978 (1975) Ontario Dental Association fee schedule.

Pension Plan: Benefit Increase - An increase of \$20 in pension benefits for employees who retired prior to November 1, 1978 and for employees who retire between November 1, 1978 and October 31, 1979. Proportionate increases will be made to surviving spouse benefits.

Basic Benefit - For employees retiring after November 1, 1979, \$12 (\$10) per month per year of service, to a maximum of 40 years.

Supplemental Pension - Effective for employees retiring after November 1, 1979, \$11 (\$9) per month per year of service.

Early Retirement - Unreduced pension for employees retiring with 35 or more years of service after November 1, 1979, regardless of age. (Currently, age 58 and 35 years of service or age 60 and 10 years of service.)

Special Seniority Extension (new) (Welland Tube): Effective November 1, 1978, employees with 3 or more years of seniority whose names would have been removed from the seniority list due to a layoff extending beyond 3 years, will be granted a special one-year extension of their recall rights.

Supplemental Payment Plan: In resolution of the dispute concerning reduced Supplemental Payment Plan payments as the result of the "October 14, 1976 situation", the employer will pay up to \$100 to applicable employees still active with the Company.

METAL FABRICATING

Newman Steel Limited at Oakville, St. Catharines, Stoney Creek and Sudbury - Steelworkers (AFL-CIO/CLC): A 28-month renewal agreement effective from October 1, 1978 to January 31, 1981, covering 250 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	Oct. 1/78	Dec. 1/79
	General Increases	44¢	30¢
	Labourer (All Locations)	\$6.16-\$6.27 (\$5.72-\$5.83)	\$6.46-\$6.57
	Maintenance/ Electrician - CSC (Stoney Creek/ St. Catharines)	\$7.47-\$8.97 (\$7.03-\$8.53)	\$7.77-\$9.27

Probationary period is 45 (30) days worked and completed within 90 (60) working days. Maximum rates for Labourer are reached upon completion of probationary period. Maximum rates for Maintenance/Electrician - CSC are reached on merit.

Cost of Living Allowance (new): If the rise in the cost of living between October 1978 and October 1979 exceeds 6%, employees receive \$2.50 per week for each full 1% rise over 6%, with a prorated amount for rises of 1/4%, 1/2% and 3/4%. 1971=100. Paid quarterly based on hours worked for the period from the first full pay period in December 1979 to January 31, 1981.

Co-operative Wage Study: The parties agree to a dry run based on the CWS Manual. Employer pays CWS committee for lost time. The full CWS evaluation is to be implemented in the next negotiations, with a 9-cent increment between jobs.

Shift Premium: Effective October 1, 1978, 0-20¢-20¢ (0-18¢-18¢). Effective December 1, 1979, 0-20¢-22¢.

Paid Holidays: If a holiday occurs during an eligible employee's vacation period, he receives pay for the holiday plus vacation pay, or an additional day's vacation with pay if he so requests prior to leaving on his vacation. (Previously, pay for the holiday plus vacation pay, only.)

Paid Vacation: Employees with less than 1 year's, but more than 5 months', service receive 1 day per full month of service, to a maximum of 2 weeks' vacation (new).

Bereavement Leave: 1 day's paid leave in the event of the death of a sister-in-law, brother-in-law or grandparent if funeral or memorial service is attended (new).

Health and Welfare: Life Insurance and A.D. & D. - Effective November 1, 1978, \$10,000 (\$8,000) coverage. Effective December 1, 1979, \$12,000.

Retirees' Life Insurance - \$2,500 (\$2,000) coverage.

Dental Plan (new) - Effective October 1, 1979, employer pays 100% of cost of premiums for a basic plan equivalent to Blue Cross Dental Plan #7. Payments are based on the 1978 Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - Effective December 1, 1979, \$8.25 (\$7.75) per month per year of past and future service.

Safety Shoe Allowance: Effective December 1, 1978, up to \$30 (\$25) per calendar year for each employee.

Safety Prescription Lenses and Frames: Effective December 1, 1978, up to \$50 per 24-month period. (Previously, up to \$45 per 24-month period for safety lenses, only.)

Aluminum Goods (Division of Alcan Canada Products Limited) at Toronto - Local 2858, Steelworkers (AFL-CIO/CLC): A 21-month renewal agreement effective from November 19, 1978 to August 23, 1980, covering 320 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 6 months.

Wages:	Effective	Nov. 19/78	Nov. 17/79	Nov. 18/79
General Increases		43¢ for production employees, 53¢ for Service Department and 60¢ for tradesmen		35¢ for production employees, 40¢ for Service Department and 60¢ for tradesmen
Additional Adjustments		18% for production employees due to phasing out the production incentive plan	10% for production employees due to phasing out the production incentive plan	
General Labour - Non-incentive		\$5.44 (\$4.81-\$4.91)	\$5.49	\$5.84
Electrician Grade 1		\$7.69 (\$6.94-\$7.09)		\$8.29

Probationary period is 60 (90) calendar days. Rate ranges are eliminated. (Previously, maximum rates were reached after two 6-month increases.

Shift Premium: Effective November 19, 1978, 0-22¢-25¢ (0-20¢-22¢). Effective November 18, 1979, 0-24¢-28¢.

Weekend Premium: Effective November 19, 1978, \$1.00 (\$.85) per hour for Stationary Engineers required to work on Saturday and/or Sunday, when such days are regularly scheduled working days. Effective November 18, 1979, \$1.10 per hour.

Paid Holidays: December 29 is added in 1978, for a total of 12 days. December 28 and 31 are added in 1979 for a total of 13 days.

Health and Welfare: Weekly Indemnity Plan - Payable on a 1-1-4-15 (1-1-8-15) basis for Class 1.

Dental Plan (new) - Effective November 18, 1979, employer pays 100% of cost of basic preventive dental plan. Payments are based on the 1978 Ontario Dental Association schedule of fees.

Safety Shoe Allowance: \$25 (\$20) per year toward the cost of safety shoes.

Rheem Canada Limited at Hamilton and Oakville - Local 6868, Steelworkers (AFL-CIO/CLC):

A 36-month renewal agreement effective from November 18, 1978 to November 17, 1981, covering 204 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 1½ months.

Wages:	Effective	Nov. 18/78	Nov. 18/79	Nov. 18/80
General Increases		35¢	45¢	45¢
Job Class Increment		8¢ (7¢)		
Class 2 (includes Stackers)		\$6.005 (\$5.645)	\$6.455	\$6.905
Class 20 (includes Tool Maker)		\$7.805 (\$7.265)	\$8.255	\$8.705

Previous rates reflect an 8-cent rollback by the Anti-Inflation Board.

Cost of Living Allowance (new): 1¢ for each full 0.40 point rise in the Consumer Price Index - 1971=100. Triggered at 3 points per quarter. To be adjusted quarterly and paid on straight time hours only.

Paid Holidays: Effective in the third contract year, 1 floating day is added, for a total of 12 days.

Paid Vacation: Effective in 1978, 4 weeks after 14 (15) years' service. Effective in 1980, 4 weeks after 12 years.

Health and Welfare: Life Insurance and A.D. & D. - Effective December 1, 1978, \$12,000 (\$10,000) coverage. Effective December 1, 1980, \$15,000 coverage.

Weekly Indemnity - Effective December 1, 1978, benefit is \$135 (\$125) per week. Effective December 1, 1980, \$150 per week.

Dental Plan - Effective December 1, 1978, payments are based on the 1978 (1976) Ontario Dental Association fee schedule. Effective December 1, 1979, Blue Cross Rider #1 is added, with the employer paying 100% of premium cost.

Pension Plan: Basic Benefit - Effective December 1, 1978, \$9 (\$7) per month per year of service. Effective December 1, 1980, \$10. Maximum service credit remains at 30 years (unchanged).

Supper Allowance: Effective December 1, 1978, \$2.50 (\$2) for employees who work more than 2 hours following directly after their regular shift. Effective December 1, 1979, \$3.

TRANSPORTATION EQUIPMENT

Dayton-Walther Company Ltd. at Guelph - Local 4656, Steelworkers (AFL-CIO/CLC):
A 23-month renewal agreement effective from November 5, 1978 to October 10, 1980, covering 250 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	Oct. 10/78	Oct. 10/79
	General Increases	50¢	30¢
	Cola Fold-in	25¢	
	Job Class Increment (new)	6¢, on the average	
	Additional Adjustments	Some regrouping of classifications.	
	<u>Non-Incentive Rates</u>		
	Job Grade 2 (Labourer)	\$6.52 (\$5.75)	\$6.82
	Job Grade 17 (includes Electrician "A")	\$7.78 (\$6.80)	\$8.08

Cost of Living Allowance: 37-cent allowance was generated under the previous agreement. 25¢ was folded into the wage rates October 10, 1978, leaving a float of 12¢.

1¢ for each 0.3 point increase in the Consumer Price Index - 1971=100. Triggered in the second year. Capped at 17¢. (Basic formula is unchanged.)

Shift Premium: Effective November 5, 1978, 0-25¢-30¢ (0-22¢-25¢).

Lead Hand Premium: Effective November 5, 1978, 25¢ (15¢) per hour.

Vacation Bonus: Effective November 5, 1978, \$50 (\$40) per week of vacation pay eligibility. Effective October 10, 1979, \$60 per week.

Health and Welfare: Life Insurance and A.D. & D. - Effective November 5, 1978, \$12,000 (\$11,000) coverage.

Weekly Indemnity - Effective January 1, 1979, maximum benefit increases to \$170 (\$160) per week. Effective January 1, 1980, \$180 per week.

Extended Health Care Plan - Vision Plan provides \$60 (\$40) every 24 months towards the cost of eyeglasses.

Dental Plan - Rider #1 is added.

Pension Plan: Basic Benefit - \$7 (\$6) per month per year of future service.

Meal Allowance: Effective November 5, 1979, 2¢ (1.5¢) per mile.

Mileage Allowance: Effective November 5, 1979, 18.1¢ (16.5¢) per mile.

Safety Shoe Allowance: Maximum allowance is \$25 (\$15) per year.

ELECTRICAL PRODUCTS

Electrohome Ltd. at Kitchener and Waterloo - Local 2345, Electrical Workers (IBEW) (AFL-CIO/CLC) (plant employees): A 12-month renewal agreement effective from October 1, 1978 to September 30, 1979, covering 710 employees, settled at the conciliation officer stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Oct. 1/78</u>
	General Increase	6.3%
	Grade 3 (includes General Labourer)	\$4.24-\$4.56 (\$3.99-\$4.29)
	Grade 15 (includes Precision Toolmaker)	\$6.54-\$7.46 (\$6.15-\$7.02)

Paid Vacation: 5 weeks after 20 (26) years.

Health and Welfare: Life Insurance - Effective December 1, 1978, \$10,000 (\$8,500) coverage.

Pension Plan: Basic Benefit - Effective January 1, 1979, \$6 (\$4) per month per year of service.

MINES

Falconbridge Nickel Mines Ltd. at Falconbridge - Local 598, Mine, Mill and Smelter Workers' Union (Ind.) (hourly-rated employees): A 36-month renewal agreement effective from August 21, 1978 to August 21, 1981, covering 2,100 employees, settled at the conciliation officer stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Aug. 21/78</u>	<u>Aug. 21/79</u>	<u>Aug. 21/80</u>
	General Increase	10¢	(Reopener Clause)	
	Job Class 1 (includes Labourer)	\$6.10 (\$6.00)		
	Job Class 16 (1st Class Trades)	\$7.975 (\$7.875)		

Annual Reopener Clause - May be invoked by either party to negotiate new terms for a wide range of monetary items, including wage rates, cost of living allowance, premium pay, vacations, health benefits, pension benefits and SUB terms.

Cost of Living Allowance: During the first year of the agreement, three COLA payments will be made based on the formula of 1¢ for each 0.35 point increase in the Consumer Price Index - 1961=100. To be adjusted quarterly with the first payment on November 19, 1978. (The previous formula, which was similar, generated 79¢.) With the November 19, 1978 adjustment of 6¢, the current float is 85¢.

In lieu of a claim for a 24-cent adjustment following the previous agreement, each employee will receive a lump sum payment of up to

Paid Holidays/ Lieu Day: Employees are given the option of a day off with pay in lieu of a holiday occurring during their vacation. (Previously, holiday pay only.)

Health and Welfare: Sickness and Accident Benefits - Effective upon ratification, \$160 (\$150) per week. Effective January 1, 1979, \$175.

Dental Plan - Effective December 1, 1978, payments are based on the 1978 (1975) Ontario Dental Association fee schedule.

Pension Plan: Effective January 1, 1979, benefits for pensioners who retired on or before August 1, 1977 increase by \$20 per month.

Supplementary Unemployment Benefit Plan (new): Benefits - Maximum of \$40 per week for 26 weeks for employees with 2 to 5 years of service, and for 52 weeks for employees with 5 or more years of service. If Fund is below 35% of its maximum funding position, payment is \$25 per week.

Employer Contribution - 5¢ per hour worked.

Fund Level - Maximum is \$560,000 including interest or \$260 times the total number of employees and SUB Plan claimants.

Recall Rights: 60 (48) months for individuals on lay-off with more than 4 years of seniority.

TRANSPORTATION

Canadian Lake Carriers Association, Great Lakes and St. Lawrence - Merchant

Service Guild (CLC) (deck officers): A 36-month renewal agreement effective from June 1, 1978 to May 31, 1981, covering 427 employees settled with mediation assistance during a work stoppage. Duration of negotiations - 6 months.

Wages:	Effective	<u>June 1/78</u>	<u>June 1/79</u>	<u>June 1/80</u>
General Increases		9.5%	9%	7% or Cost of Living increase based on the CPI for the previous 12 months, whichever is greater
3rd Mate (under 12,000 tons)		\$6.24 (\$5.70)	\$6.80	

	<u>June 1/78</u>	<u>June 1/79</u>	<u>June 1/80</u>
1st Mate (over 12,000 tons)	\$7.16 (\$6.54)	\$7.80	
Premium Pay:	<p>\$30 (\$28) per month for officers working on self-unloaders or tankers. Effective June 1, 1979, \$35. Effective June 1, 1980, \$37.</p> <p>\$38 (\$30) per cleanout for officers supervising the cleaning out of holds. Effective June 1, 1979, \$40.</p>		
Saturday Premium:	Double time for all hours worked in excess of 8 hours. (Previously, time and one-half for all hours worked.)		
Proficiency Pay:	Effective June 1, 1978, \$5.38 (\$5.00) per hour. Effective June 1, 1979, \$5.85 per hour. Effective June 1, 1980, \$6.26 per hour.		
Paid Holidays:	First Monday in June is added, for a total of 12 paid days.		
Compassionate Leave:	Granted after completion of 90 days (1 year) of continuous employment. Parents-in-law are included in the definition of the immediate family.		
Health and Welfare:	<p><u>Employer Contribution</u> - Effective June 1, 1979, employer contributes 50¢ per day worked for medical care premiums (new). Effective June 1, 1980, 67¢.</p> <p><u>Family Security Plan</u> - Effective June 1, 1978, employer contributes \$2.95 (\$2.45) per day per man. Effective June 1, 1979, \$3.00 and, effective June 1, 1980, \$3.15.</p>		
Pension Plan:	Employer contributes 5% (unchanged) of basic salary for 7 (5) days per week.		
Hiring Services Fund:	Effective June 1, 1978, employer pays 43¢ (40¢) per position per day aboard the vessel to the Canadian Merchant Service Guild. Effective June 1, 1979, 48¢. Effective June 1, 1980, 50¢.		
Meals and Berth Allowance:	Effective June 1, 1979, 22¢ (20¢) per mile.		
Transfer Allowance:	Effective June 1, 1979, 22¢ (20¢) per mile.		
Transportation Allowance:	Effective June 1, 1978, 20¢ (15¢) per mile.		

Toronto Transit Commission and Gray Coach Lines - Local 113, Transit Union (AFL-CIO/CLC); Local 2, Canadian Union of Public Employees (CLC) and Lodge 235, Machinists (AFL-CIO/CLC): Three 12-month renewal agreements, covering a total of 7,480 employees, settled in part through mediation and in part by arbitration following a legislated end to a work stoppage. Duration of negotiations - 7 months.

The agreement with the Transit Union, covering 7,300 employees, is effective from July 1, 1978 to June 30, 1979. The agreements with CUPE, covering 130 employees, and with the Machinists, covering 50 employees, are effective from April 1, 1978 to March 31, 1979.

NOTE: Increases in wages and benefits reported below apply specifically to the agreement with the Transit Union. However, many of the provisions, including wage increases, cost of living allowance and pension changes, are similar.

Wages: Subject to any restraining legislation in effect, on January 1, 1979 a lump sum bonus of \$20 will be paid to each employee or ex-employee on the payroll as of July 1, 1978.

Effective	<u>July 1/78</u>
General Increase	6.1%
Wage Group 2 (includes Labourer)	\$5.95-\$6.99 (\$5.61-\$6.59)
Wage Group 6 (includes Driver)	\$6.63-\$8.00 (\$6.25-\$7.54)
Wage Group 10 (includes Master Plumber)	\$7.75-\$9.11 (\$7.30-\$8.59)

Cost of Living Allowance: Using monthly calculations, for every 1% that the Revised Consumer Price Index for Toronto - 1971=100 - exceeds 183.7, an allowance equal to 1% of the employee's basic hourly wage multiplied by the number of hours worked during the corresponding monthly period will be paid in a lump sum at the conclusion of the agreement. The last calculation will be based on the May 1979 Index. (Previous formula was similar, but triggered at 166.0 points. An allowance of \$20 was generated, but not paid due to Anti-Inflation Board restriction.)

Delay-time: Time and one-half (straight time) is paid for any extra time worked caused by being relieved late or by running vehicles into the carhouse or garage, when such delay is 10 minutes or more in duration.

Minimum Recall: Casual drivers are guaranteed a minimum of 3 (7) days of work for each recall.

Paid Leave/
Citizenship
(new): Employees will be granted time off as required.

Health and Welfare: Sickness Benefit - Employees aged 65 or more will be limited to 160 work days of benefit in any 12-month period. All other eligible employees are entitled to 160 work days for any one disability. (Previously, all employees who were eligible for retirement by having 30 years of service or being 60 years of age were limited to 160 work days per 12-month period.)

Benefits now cover any loss of wages resulting from leaving work early due to sickness (new).

Semi-Private Hospitalization - Employer pays 100% (50%) of premium costs.

Dental Plan - Payments are based on the 1978 (1976) Ontario Dental Association fee schedule.

Employee Assistance Program - A consultant on alcoholism will be hired under the existing program.

Pension Plan: Total Disability Benefit - The current minimum of \$486.90 per month is to be increased automatically in the future by the same percentages and on the same dates as negotiated general increases, including changes in wage rates resulting from the application of any relevant COLA clause. Effective July 1, 1978, \$516.60 per month.

Existing Pensioners (Retirements prior to January 1, 1971) -
Benefits increase by \$20 per month. In addition, a recommendation will be made for further periodic adjustments based on an indexing system and commencing January 1, 1979.

Meal Allowance: \$3.00 (\$2.29).

Mileage Rates for Drivers: 6.1% increase. Start rate is 24.7¢ (23.3¢) per mile. After 6 months' service, 27.1¢ (25.5¢). After 12 months' service, 29.4¢ (27.7¢). Mileage rate applies when distance is in excess of 219 miles and rate amount is greater than hourly compensation.

Tool Allowance: Coverage has been extended to many more tradesmen having 1 or more years of service and working in designated areas. (Previously, only designated mechanics.) Allowance equals \$50 divided by the value of the required tool kit, times 100. (Previously, a flat \$50.)

COMMUNICATION

Bell Canada, Quebec and Ontario - Canadian Telephone Employees (Ind.)
(clerical and associated employees): A 12-month renewal agreement effective from December 1, 1978 to November 30, 1979, covering 16,300 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages: Effective Dec. 1/78

Weekly Rates

Zone 1, Toronto, Windsor and Montreal

Clerk, Grades 2-5	\$164.50-\$221.00 (\$146.00-\$196.50)
Layout Artist	\$187.75-\$272.75 (\$165.75-\$242.25)

Zone Adjustments: Wage Zones A, B1 and B change to Wage Zones 1, 2 and 3, respectively. Also, a number of localities were moved to higher zones.

AIB Rollback/ Previous Agreement: The wage increases negotiated in the previous agreement were reduced following a review by the Anti-Inflation Board. The approved rates are those shown in brackets above.

Premium Pay: Differential for Work in Off-Normal Period:

<u>Hours Worked</u>	<u>Differential</u>
Less than 2	\$.75 (unchanged)
2, but less than 4	\$1.50 (\$1.25)
4, but less than 6	\$2.00 (unchanged)
6 or more	\$2.75 (\$2.25)

Paid Vacation: 4 weeks after 13 (14) years and 5 weeks after 22 (24) years.

Bell Canada, Quebec and Ontario - Canadian Telephone Employees (Ind.)
(communications sales employees): A 12-month renewal agreement effective from December 1, 1978 to November 30, 1979, covering 540 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages: Effective Dec. 1/78

Monthly Rates

Business Exchange Telephone
Sales Representative

Zone 1 - Montreal, Toronto
and Windsor \$834-\$1,208
(\$739-\$1,071)

Zone 3 - Kingston and London \$755-\$1,148
(\$662-\$1,019)

Sales Service Representative

Zone 1 - Hamilton, Montreal,
Toronto and Windsor \$1,204-\$1,925
(\$1,110-\$1,775)

Zone 3 - Includes Cornwall,
Kingston, Sherbrooke
and Trois Rivières \$1,148-\$1,843
(\$1,058-\$1,699)

Zone Same as for clerical group, reported above.
Adjustments:

AIB Rollback/
Previous The wage increases negotiated in the previous agreement were re-
Agreement: duced following a review by the Anti-Inflation Board. The
approved rates are those shown in brackets above.

Paid Vacation: 4 weeks after 13 (15) years and 5 weeks after 22 (25) years.

RETAIL TRADE

Dominion Stores Limited at Guelph, Kitchener, Midland and Waterloo and K-Mart Plaza
in Waterloo Township - Local 206, Retail Clerks (AFL-CIO/CLC): Two
19-month renewal agreements effective from November 20, 1978 to
June 21, 1980, covering 400 employees, settled at the bargaining
stage. Duration of negotiations - 2 months.

Wages: Effective July 1/78 July 1/79

Increases

Full-time Employees \$25 per week \$25 per week

Part-time Employees 55¢ per hour 50¢ per hour

<u>Weekly Rates</u>	<u>July 1/78</u>	<u>July 1/79</u>
Clerk "A"	\$187.10-\$276.40 (\$174.60-\$251.40)	\$199.60-\$301.40
Meat Cutter	\$296.40-\$319.40 (\$271.40-\$294.40)	\$321.40-\$344.40
Meat Chief Clerk (Stores over 81,860 only)	\$314.40-\$336.40 (\$289.40-\$311.40)	\$339.40-\$361.40

Hourly Rates

Students	\$3.36-\$6.20 (\$3.08-\$5.65)	\$3.61-\$6.70
Non-Students	\$3.61-\$6.20 (\$3.33-\$5.65)	\$3.86-\$6.70

Previous rates reflect a rollback by the Anti-Inflation Board.

The above rates apply to employees on the payroll November 20, 1978. New employees in the classifications of Clerk A and B and Store Porter and part-time employees commencing employment after that date will be placed on a separate wage schedule determined by prorating the increases indicated from 50% on start rates to 100% on top rates.

Probationary period is 22 worked days (30 calendar days). Maximum rates for Clerk "A" are reached after ten 3-month increases and, for Meat Cutter and Meat Chief Clerk, after four 3-month increases. Probationary period for part-time employees is 30 worked days or 2 months, whichever occurs first (4 weeks). Maximum rates for Students are reached after four 3-month increases and four 6-month increases and, for Non-Students, after six 6-month increases.

Cost of Living
Provision:

Discontinued.

Hours of Work:

Effective November 26, 1978, 38 (39) hours per week for full-time employees.

Paid Vacation:

Effective in 1979, 5 weeks after 17 (18) years of service.
Effective in 1980, 5 weeks after 16 years.

Bereavement
Leave:

This provision now applies to part-time employees temporarily replacing a full-time employee absent due to disability or vacation (new).

Pregnancy
Leave:

Insurance Benefits for full-time employees will be reinstated immediately upon return to work if the employee maintains payment of premiums during the period of leave (new).

Seniority accumulates during the first pregnancy leave; is retained for second and subsequent pregnancy leaves. (Previously, only retention of seniority during all such leaves.)

Retraining of
the Disabled
(new):

Up to 3 months of training with pay for employees unable to perform their regular job following release from Workmen's Compensation.

Pension Plan:

Basic Benefit - Effective January 1, 1979, future service benefit is \$18 per month per year of service. (Previously for each year of eligible service, 1.225% of annual earnings up to the Government Earnings Ceiling plus 1.75% of annual earnings in excess of the Government Earnings Ceilings.)

Early Retirement - Effective January 1, 1979, voluntary early retirement without actuarial reduction is permitted at age 55 after 30 years' service (new).

Hiway Market Limited at Kitchener and Waterloo - Local 206, Retail Clerks (AFL-CIO/

CLC): Three 30-month renewal agreements effective from April 1, 1978 to September 30, 1980, covering 254 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:

Effective	<u>Apr. 1/78</u>	<u>Oct. 1/78</u>
Increases	1%	55¢ for part-time, 65¢ for full-time and 70¢ for office employees
Clerk A	\$3.85-\$5.80 (\$3.81-\$5.74)	\$4.18-\$6.45
Meat Cutter	\$5.55-\$7.00 (\$5.49-\$6.93)	\$5.88-\$7.65
Part-time Clerk	\$2.70-\$5.25 (\$2.67-\$5.20)	\$2.98-\$5.80
Effective	<u>June 1/79</u>	<u>Oct. 1/79</u>
Increases	15¢ for part-time, 20¢ for full-time employees	50¢ for part-time, 65¢ for full-time employees
Clerk A	\$4.29-\$6.65	\$4.62-\$7.30
Meat Cutter	\$5.98-\$7.85	\$6.31-\$8.50
Part-time Clerk	\$3.06-\$5.95	\$3.31-\$6.45

Previous rates reflect a rollback by the Anti-Inflation Board.

The above rates are determined by prorating the increases indicated from 50% on start rates to 100% on top rates.

Probationary period is 30 worked days. Maximum rates for Clerk A and Meat Cutter are reached after ten 3-month increases and, for Part-time Clerk, after twelve 3-month increases.

Overtime Pay:

Double time (time and one-half) for all overtime hours worked on a statutory holiday.

Sunday Premium: \$1.00 (\$.25) per hour for part-time employees.

Paid Vacation: 4 weeks after 12 (14) years of service, 5 weeks after 18 (20) years and 6 weeks (new) after 25 years.

Health and Welfare: Weekly Indemnity Plan - Benefit is 50% of salary, up to a maximum of \$120 (\$50) weekly.

Loblaws Ltd. at Barrie, Chatham, Hamilton, Kingston, London, St. Catharines and Toronto - Locals 175 and 633, Foodworkers (AFL-CIO/CLC) (full and part-time employees): Two 22-month renewal agreements effective from July 1, 1978 to April 30, 1980, covering a total of 680 employees, settled with mediation assistance. Duration of negotiations - 7 months.

The previous agreement expired on June 30, 1978. However, subject to the approval of the Anti-Inflation Board, wage increases in this agreement will be made retroactive to May 1, 1978.

Wages:

Effective	<u>May 1/78</u>	<u>Sept. 19/78</u>	<u>Oct. 30/78</u>	<u>Apr. 30/79</u>
Increases				
Full-time Employees	65¢			65¢
Part-time Employees	55¢			55¢
COLA Fold-in (Generated during this agreement)		13¢	2¢	
Inequity Adjustments				
Night Crew Chief		23¢		
Lead Hand Baker		30¢		
Cashier (12 months)	\$6.867 (\$6.217)	\$6.997	\$7.017	\$7.667
Meat Cutter (30 months)	\$8.089 (\$7.439)	\$8.219	\$8.239	\$8.889

NOTE: Increases shown apply to all employees on staff at the time of ratification. New employees will be placed on a grid having somewhat lesser amounts at the start and intermediate steps.

Previous rates reflect a rollback by the Anti-Inflation Board.

Cost of Living Allowance (all employees): Similar to the above agreement between Loblaws Ltd. and the Retail Clerks. However, the amount accumulated as a result of this provision will be retroactive to September 19 and October 30, 1978 and, in the second year, to April 30, 1979.

Night Shift Premium (all employees): Effective September 19, 1978, 65¢ (50¢) per hour.

FULL-TIME EMPLOYEES

In-charge \$7.50 (\$5) per evening.
Bonus:

Relief Premium: 90¢ (75¢) per hour for an employee relieving a Store Manager or Bakery Manager.

Saturday Night Premium: \$1 per hour for employees scheduled to work beyond 6:30 p.m. on Saturday (unchanged). \$1.50 (new) if it is the employee's second night worked that week.

Paid Holidays: 10, plus any additional holiday(s) proclaimed by either the Federal or Provincial Governments.

Paid Vacation: 4 weeks after 9 (10) years. Effective in 1979, 7 weeks (new) after 30 years.

Sick Leave: 12 (9) days per calendar year.

Health and Welfare: Life Insurance - \$17,500 (\$15,000) coverage.

Mileage Allowance: 21¢ (18¢) per mile, with a minimum payout of \$2.50 (\$2) when an employee is temporarily transferred to another store in midshift.

Uniform Cleaning Allowance (new): \$60, payable by December 31 of each year and retroactive to 1977.

PART-TIME EMPLOYEES

Probationary Period: 100 (125) hours of work.

Paid Holidays: Civic Holiday is added, for a total of 10 days.

 In the event that a statutory holiday falls on a Sunday, the next work day will be recognized and paid as the holiday. If that day is also a holiday, then the next work day will be paid as the holiday (new).

 The minimum payout for legal holidays has been increased to 6 (5) hours.

Vacation Pay: 6% (new) after 6 years' service.

Health and Welfare: OHIP (new) - 50% of premium cost is reimbursed by employer for employees with a minimum of 3 years' continuous service who have worked at least 800 hours in the previous year.

Meal Allowance: Effective November 6, 1978, \$2.50 (\$2.25) supper bonus for employees working 8 hours per day whose shift ends at 9 p.m..

Safety Shoe Allowance (new): \$30 is to be paid by August 31 of each year should safety shoes in the stores become mandatory by law.

Uniform Cleaning Allowance (new): \$30, payable by December 31 of each year and retroactive to 1977.

Loblaws Ltd. at Brantford, Kingston, London, Ottawa, Sarnia and Windsor - Locals 206 and 486, Retail Clerks (AFL-CIO/CLC) (full and part-time employees): A 24-month renewal agreement effective from June 1, 1978 to May 31, 1980, covering 685 employees, settled with mediation assistance. Duration of negotiations - 8 months.

Wages:

Effective	<u>May 29/78</u>	<u>Nov. 12/78</u>	<u>Nov. 13/78</u>	<u>May 28/79</u>
Increases				
Full-time Employees	65¢			65¢
Part-time Employees	55¢			55¢
COLA Fold-in (Generated during this agreement)		15¢		
Inequity Adjustments				
Produce Manager		13¢		
Night Shift Lead Hand		23¢		
Lead Hand Baker (Day)		30¢		
Weekly Hours			Approximately	
Conversion Adjustment			2.63%	
Cashier (18 months)	\$6.888 (\$6.238)	\$7.038	\$7.223	\$7.873
Meat Cutter (30 months)	\$8.028 (\$7.378)	\$8.178	\$8.393	\$9.043
Part-time (36 months)	\$6.083 (\$5.533)	\$6.233	\$6.397	\$6.947

NOTE: Increases shown apply to all employees on staff at the time of ratification. New employees will be placed on a grid having somewhat lesser amounts at the start and intermediate steps.

Previous rates reflect a rollback by the Anti-Inflation Board.

Cost of Living Allowance: Using the Consumer Price Index for Canada for April 1978 as the base - 1971=100 - 1¢ per hour for each 0.5 point increase. To be adjusted quarterly and folded into wage rates. Capped at 15¢ per year. (Previous formula did not generate any allowance.)

Probationary Period: 22 (30) worked days.

Hours of Work: Effective November 13, 1978, 38 (39) hours per week. (Negotiated in previous agreement, but disallowed by the AIB.)

Night Shift Premium: Effective November 12, 1978, 65¢ (50¢) per hour.

FULL-TIME EMPLOYEES

Late Work Premium: Double time after 10:30 p.m. (new).

Relief Premium: 90¢ (75¢) per hour for an employee relieving a Store Manager or Bakery Manager.

Paid Holidays: 10, plus any additional holiday(s) proclaimed by either the Federal or Provincial Governments.

Paid Vacation: Effective in 1979, 4 weeks after 9 (10) years and 5 weeks after 16 (18) years.

Sick Leave Pay: 100% (65% - 85%) of basic wage for up to 12 (9) days per calendar year.

Health and Welfare: Life Insurance - \$17,500 (\$15,000) coverage.

Mileage Allowance (new): Effective November 12, 1978 in the case of a temporary transfer to a location in excess of 10 miles from the home store, 21¢ per mile, with a minimum payout of \$2.50.

PART-TIME EMPLOYEES

Paid Holidays: Effective in 1978, Civic Holiday is added, for a total of 9 days. Minimum payout is 6 (5) hours per holiday.

Vacation Pay: Effective in 1978, 6% (new) after 6 years.

Jury Duty: Provision now covers part-time employees (new).

Health and Welfare: OHIP (new) - 50% of premium cost is reimbursed by the employer for employees with 3 years' continuous service who have worked at least 800 hours in the previous year.

Steinberg Inc., Ottawa and other centres, Ontario and Hull and Gatineau, Quebec - Local 486, Retail Clerks (AFL-CIO/CLC): Two 24-month renewal agreements effective from October 1, 1978 to September 30, 1980, covering 1,005 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Oct. 1/78</u>	<u>Oct. 1/79</u>
--------	-----------	------------------	------------------

Increases:

Full-time Employees	\$25/week	\$25/week
Part-time Employees	40¢-65¢/hour	40¢-65¢/hour
Dept. Heads	\$35/week	\$35/week

Weekly Rates - Ottawa Food Stores

Full-time Employees

Junior Clerk	\$205.32-\$275.67 (\$180.32-\$250.67)	\$230.32-\$300.67
--------------	--	-------------------

Meat Manager	\$363.17 (\$328.17)	\$398.17
--------------	------------------------	----------

Previous rates reflect a rollback by the Anti-Inflation Board.

Cost of Living Provision: Deleted. Previous formula did not generate any allowance.

Hours of Work: Effective October 1, 1979, 38 (39) hours per week.

Night Shift Premium: 65¢ (50¢) per hour.

Overtime Pay: Effective October 1, 1979, time and one-half after 38 (39) hours.

Paid Vacation: 5 weeks after 17 (20) years. Effective October 1, 1979, 5 weeks after 16 years.

Pension Plan: Effective January 1, 1979, benefit increases to \$21 per month per year of service for employees covered under the Union-administered Retail Clerks Industry Pension Plan.

Steinberg Inc. (Miracle Mart Division) at Toronto and other centres - Local 725, Foodworkers (AFL-CIO/CLC) (retail department store employees):
A 24-month renewal agreement effective from August 1, 1978 to July 31, 1980, covering 590 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	<u>Aug. 1/78</u>	<u>Aug. 1/79</u>
General Increases			
	Full-time Employees	\$16 per week	\$15 per week
	Part-time Employees	41¢ per hour	38.5¢ per hour

Weekly Rates

Junior Clerk	\$156.725-\$206.725 (\$140.725-\$190.725)	\$171.725-\$221.725
Senior Clerk	\$207.725-\$235.725 (\$191.725-\$219.725)	\$222.725-\$250.725

Hourly Rates

Part-time Clerk	\$3.53-\$4.53 (\$3.12-\$4.12)	\$3.915-\$4.915
-----------------	----------------------------------	-----------------

NOTE: The general increases shown apply to all employees on staff prior to ratification. New employees were placed on a schedule reflecting somewhat lesser increases at the start and interim steps.

Previous rates reflect a rollback by the Anti-Inflation Board.

Night Shift Premium: Effective November 27, 1978, 50¢ (35¢) per hour.

Christmas Bonus (Part-time): \$10 after 6 months of service and a minimum of 175 hours of work, \$20 after 1 year of service and \$50 (\$40) after 5 or more years of service.

Paid Holidays (Full-time): If proclaimed by statute, Heritage Day is added, for a total of 11 days.

Holiday Pay (Part-time): If proclaimed by statute, Heritage Day is added, for a total of 10 days. If scheduled to work on a holiday, employees will be guaranteed a minimum of 6 (4) hours of work.

Paid Vacation (Full-time):	Effective May 1, 1979, 5 weeks after 17 (18) years. Effective May 1, 1980, 5 weeks after 16 years.
Bereavement Leave (Part-time):	For part-time employees with 12 months' seniority, pay for hours scheduled on the day of the funeral of a member in the immediate family (new).
Health and Welfare:	<u>Major Medical</u> - Optical coverage will be added. No details are available at this time.
Pension Plan:	A new plan, now in the development stage, is to be instituted for full-time and part-time employees, effective January 1, 1979. Application of earned benefits under the existing plan for full-time employees will be determined at a later date.
Job Security:	No full-time employee on staff at the time of ratification will be laid off during the life of this agreement as the result of a reduction in the workload (new).

EDUCATION AND RELATED SERVICES

Bruce County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 329 employees, settled at the fact finder stage. Duration of negotiations - 11 months.

Wages:	Effective	<u>Sept. 1/78</u>
	General Increase	5.7%
	Teacher - Category 1 0-5 years	\$9,830-\$13,424 (\$9,300-\$12,700)
	Teacher - Category 7 0-11 years	\$14,798-\$26,954 (\$14,000-\$25,500)

Hamilton-Wentworth Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 1,100 employees, settled at the fact finder stage. Duration of negotiations - 11 months.

Wages:	Effective	<u>Sept. 1/78</u>
	Average Increase	6.3%
	<u>Annual Rates</u>	
	Teacher, Category D 0-6 years	\$9,380-\$13,782 (\$8,871-\$12,973)
	Teacher, Category A1 0-11 years	\$13,041-\$22,229 (\$11,982-\$20,870)
	Teacher, Category A4 0-11 years	\$15,529-\$27,918 (\$14,470-\$26,162)

Years of related trade or professional experience will be recognized at the rate of \$300 (\$250) per year.

Principal - Levels vary by qualifications. Maximums are reached with 5 years of experience.

Level 1 - \$27,247-\$31,252 (\$25,647-\$29,652)

Level 2 - \$28,028-\$32,078 (\$26,228-\$30,278)

Level 3 - \$28,829-\$32,899 (\$26,929-\$30,999)

Co-ordinator - Same as Principal schedule above.

Health and Welfare: Life Insurance, OHIP, Semi-Private Hospitalization, Extended Health, Dental and L.T.D. Plans - Payments are based on 1978 (1977) billings.

Life Insurance - Maximum coverage is \$40,000 (\$35,000).

Mileage Allowance: 22¢ (21¢) per mile. \$20 per month remains unchanged for staff travelling regularly.

Hastings County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 580 employees, settled at the bargaining stage. Duration of negotiations - 11 months.

Wages:	Effective	<u>Sept. 1/78</u>	<u>Jan. 1/79</u>
	Average Increases	5.5%	6.5% above the Aug. 31, 1978 grid

Annual Rates

Teacher, Level 1 0-6 years	\$10,100-\$13,900 (\$ 9,600-\$13,200)	\$10,200-\$14,000
Teacher, Level 4 0-11 years	\$12,400-\$21,700 (\$11,800-\$20,600)	\$12,600-\$21,900
Teacher, Level 7 0-14 years	\$14,600-\$27,300 (\$13,800-\$25,900)	\$14,700-\$27,600

Principals
0-4 years

Schools with 5 to 13 teachers	\$28,300-\$31,100 (\$26,900-\$29,700)
Schools with 14 or more teachers	\$30,300-\$33,100 (\$28,900-\$31,700)

Cost of Living Allowance: A lump sum adjustment of 1% for each 1% that the Consumer Price Index - 1971=100 - exceeds a 9% rise during the period June 1, 1978 to May 31, 1979. (The previous formula triggered at 7%, but payments were not made due to an Anti-Inflation Board ruling.)

Health and Welfare: Long Term Disability Plan (new) - Benefit is 60% of regular salary plus payment of 6% of regular salary to the Superannuation Fund. Employer pays 50% of cost of premiums.

Hastings County Board of Education - Ontario Secondary School Teachers' Federation
(Ind.): A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 520 employees, settled at the bargaining stage. Duration of negotiations - 11 months.

Wages:	Effective	<u>Sept. 1/78</u>	<u>Jan. 1/79</u>
	Average Increases	6.3%	6.5% above the Aug. 31, 1978 grid
	<u>Annual Rates</u>		
	Teacher, Category 1 0-11 years	\$13,600-\$21,800 (\$12,800-\$20,600)	\$13,600-\$21,900
	Teacher, Category 4 0-13 years	\$16,000-\$27,600 (\$15,000-\$26,000)	\$16,000-\$27,700
	Principal 0-3 years	\$34,900-\$37,700 (\$33,300-\$36,100)	\$35,000-\$37,800

Other Provisions: Cost of Living Allowance and Long Term Disability Plan are the same as reported above for the elementary schools agreement.

Hastings-Prince Edward County R.C.S.S. Board - Ontario English Catholic Teachers' Association (Ind.): A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 200 employees, settled at the fact finder stage. Duration of negotiations - 11 months.

Wages:	Effective	<u>Sept. 1/78</u>
	General Increase	7.5%
	Teacher - Level 1 0-6 years	\$9,648-\$13,656 (\$8,975-\$12,703)
	Teacher - Level 7 0-14 years	\$15,586-\$26,421 (\$14,499-\$24,578)

London City Board of Education - Federation of Women Teachers' Associations of Ontario, Ontario Public School Men Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1978 to August 31, 1980, covering 1,275 employees, settled at the fact finder stage. Duration of negotiations - 11 months.

Wages:	Effective	<u>Sept. 1/78</u>	<u>Sept. 1/79</u>
	Average Increases	6.4%	5%
	Teacher, Category D 0-9 years	\$11,190-\$15,180 (\$10,560-\$14,200)	\$11,680-\$15,750
	Teacher, Category A1 0-10 years	\$12,410-\$21,270 (\$11,600-\$19,900)	\$13,220-\$22,290

	<u>Sept. 1/78</u>	<u>Sept. 1/79</u>
Teacher, Category A4 0-10 years	\$15,090-\$28,000 (\$14,100-\$26,200)	\$16,080-\$29,340
Principal 0-2 years	\$31,920-\$33,920 (\$30,400-\$32,000)	\$33,400-\$35,600

Cost of Living Allowance (new): A one-time adjustment will be made in June 1980 equal to 75% of the per cent increase, beyond a 6.5% increase, occurring in the Consumer Price Index during the period April 1979 to April 1980. Maximum adjustment is limited to 1.875% or \$550 per year, whichever is less.

London City Board of Education - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1978 to August 31, 1980, covering 1,110 employees, settled at the fact finder stage. Duration of negotiations - 11 months.

Wages:	<u>Sept. 1/78</u>	<u>Sept. 1/79</u>
Effective		
Average Increases	6.4%	5%
Teacher, Category 1 0-10 years	\$12,410-\$21,270 (\$11,600-\$19,900)	\$13,220-\$22,290
Teacher, Category 4 0-10 years	\$15,090-\$28,000 (\$14,100-\$26,200)	\$16,080-\$29,340
Principal 0-4 years	\$35,525-\$38,525 (\$34,290-\$36,690)	\$37,050-\$40,350

Cost of Living Allowance (new): Same as that reported above for the elementary schools.

London & Middlesex County Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association (Ind.): A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 510 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 11 months.

Wages:	<u>Sept. 1/78</u>
Effective	
General Increase	6%
<u>Annual Rates</u>	
Teacher, Category D 2-8 years	\$11,032-\$14,818 (\$10,408-\$13,980)
Teacher, Category A1 0-10 years	\$12,114-\$20,551 (\$11,429-\$19,388)
Teacher, Category A4 0-10 years	\$14,710-\$27,041 (\$13,878-\$25,511)

Health and Welfare: OHIP, Life Insurance, Comprehensive Medical and Long Term Disability Plans - Employer pays 85% (80%) of cost of premiums.

Responsibility Principal - Category placement plus 45% of Category A1 minimum
Allowances: (percentage is unchanged).

Vice-Principal - Category placement plus 45% of Principal's
allowance (percentage is unchanged).

Co-ordinator - Category placement plus 45% of Category A1 minimum
(percentage is unchanged).

Special Education - \$600-\$1,200 (\$400-\$1,000), depending on
qualifications.

Middlesex County Board of Education - Federation of Women Teachers' Associations
of Ontario and Ontario Public School Men Teachers' Federation
(Ind.): A 12-month renewal agreement effective from September
1, 1978 to August 31, 1979, covering 382 employees, settled at
the post fact finder bargaining stage. Duration of negotiations -
10 months.

Wages:	Effective	<u>Sept. 1/78</u>
	Increase	\$125-\$1,600
	Teacher 1	\$9,650-\$13,350
	0-5 years	(\$9,400-\$12,800)
	Teacher 7	\$15,000-\$27,300
	0-12 years	(\$14,400-\$25,700)

Responsibility	<u>Principals</u>	
Allowances:	Schools with 1 to 11 rooms	Grid salary plus an allowance of \$4,800 (\$4,505), to a maximum of \$5,800 (\$5,505), after four years
	Schools with 12 rooms or more	Grid salary plus an allowance of \$6,900 (\$6,595), to a maximum of \$7,900 (\$7,595), after four years

Vice-Principals

1 School	Grid salary plus \$1,590 (\$1,360), to a maximum of \$2,490 (\$2,260), after three years
2 Schools	Grid salary plus \$1,790 (\$1,560), to a maximum of \$2,690 (\$2,460), after three years

Nipissing Board of Education - District 33, Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1978 to August 31, 1980, covering 420 employees, settled at the fact finder stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Sept. 1/78</u>	<u>Sept. 1/79</u>
	Increases	5.0%-5.3% on the grid	5.0%-5.3% on the grid
	Teacher Category A1-1 0-11 years	\$13,755-\$22,471 (\$13,100-\$21,350)	\$14,443-\$23,651
	Teacher Category A4-4 0-11 years	\$16,380-\$28,550 (\$15,600-\$27,125)	\$17,199-\$29,995

Cost of Living Allowance: Effective in September 1979, 1/10th of annual salary times the percentage rise in the Consumer Price Index - 1971=100, where the base Index month is April, 1979. Triggered at 6%. The percentage applied each month to 1/10th of annual salary shall not be less than 0%, or exceed 4%. (Previous formula, similar to the above, was disallowed by the Anti-Inflation Board.)

Responsibility Allowances: All responsibility allowances increase by \$50 per year.

Nipissing District Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 450 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Sept. 1/78</u>
	Increase	5.35%, on the average
	Teacher D 0-5 years	\$10,170-\$13,360 (\$ 9,454-\$12,533)
	Teacher A4 0-11 years	\$16,150-\$28,330 (\$15,334-\$27,218)

Ottawa Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 985 employees, settled with mediation assistance. Duration of negotiations - 11 months.

Wages:	Effective	<u>Sept. 1/78</u>
	Average Increase	6%
	<u>Annual Rates</u>	
	Teacher-Level 1 0-6 years	\$9,820-\$13,710 (\$9,305-\$12,975)

Sept. 1/78

Teacher-Level 4	\$13,020-\$22,530
0-12 years	(\$12,325-\$21,290)
Teacher-Level 7	\$15,840-\$28,000
0-15 years	(\$15,020-\$26,385)

Peel Board of Education - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 1,850 employees, settled with mediation assistance. Duration of negotiations - 11 months.

Wages: Effective Sept. 1/78

General Increase 6%*

Annual Rates

Teacher, Category 1	\$13,474-\$23,313
0-9 years	(\$12,711-\$21,993)
Teacher, Category 4	\$16,753-\$28,779
0-11 years	(\$15,805-\$27,150)
Principal	\$36,784-\$39,316
0-3 years	(\$34,702-\$37,089)

*The new rates shown above reflect this 6% increase. However, in order to fund the amendment to the Retirement Gratuity Plan (see below), the actual salary increase paid out during the contract year will be 5.93%.

Education Improvement Leave (Sabbatical): Employer will increase the fund to \$161,000 (\$133,000).

Health and Welfare: Dental Plan - Payments continue to be based on the current Ontario Dental Association fee schedule.

Retirement Gratuity: A fund of \$30,000 (new) will be established for the future benefit of new employees.

Peterborough County Board of Education - District 18, Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 450 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	<u>Sept. 1/78</u>
	Increase	6%, on the average
	Teacher Category I	\$12,800-\$22,100
	0-12 years	(\$12,000-\$20,750)
	Teacher Category IV	\$14,900-\$27,750
	0-12 years	(\$14,000-\$26,150)

Sabbatical Leave:	Granted to a maximum of 2 (1.5) full-time equivalent teachers per contract year.
Health and Welfare:	<u>Life Insurance, OHIP and Dental Plan</u> - Employer pays 75% of premium costs. (Previously, employer paid 70% of premium costs for Life Insurance and OHIP and 66 2/3% of same for Dental Plan.)
Responsibility Allowances:	All responsibility allowances increase by \$75 per year.

Renfrew County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.):
A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 417 employees, settled at the fact finder stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Sept. 1/78</u>
	General Increase	5.8% on the grid
	Teacher D	\$9,776-\$12,655
	0-5 years	(\$9,240-\$11,961)
	Teacher A4	\$15,482-\$27,985
	0-12 years	(\$14,633-\$26,451)

Extra Degree Allowance: \$600 (\$450) for a Master's or Doctorate degree.

Responsibility Allowance: Principal's Alternate - \$100 (new) per year. Granted in schools where there is no Vice-Principal or Lead Teachers.

Simcoe County Board of Education - Federation of Women Teachers' Associations of Ontario, Ontario Public School Men Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 1,250 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 11 months.

Wages:	Effective	<u>Sept. 1/78</u>
	Average Increase	5.86%
	<u>Annual Rates</u>	
	Teacher, Category I	\$9,079-\$13,334
	0-6 years	(\$8,600-\$12,630)
	Teacher, Category IV	\$13,092-\$22,406
	0-11 years	(\$12,280-\$21,120)
	Teacher, Category VII	\$16,026-\$28,438
	0-11 years	(\$15,060-\$26,800)

Sept. 1/78

Principals

0-4 years

Schools with 8 to 15 teachers \$30,870-\$33,500
(\$29,070-\$31,700)

Schools with 16 or more teachers \$31,970-\$34,630
(\$30,170-\$32,830)

Extra Degree Allowance: \$650 (\$635).

Responsibility Allowances: Principals of schools with 1 to 7 teachers Grid salary plus an allowance of \$762 (\$742) per equivalent full-time teacher, to a total maximum of \$32,370 (\$30,570)

Vice-Principal 0-2 years \$2,585-\$3,050
(\$2,517-\$2,968)

Principal's Assistant (For schools without Vice-Principals) \$300-\$705 (\$291-\$689), depending on number of teachers

Consultant \$3,800 (\$3,710)

Simcoe County Board of Education - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 940 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 11 months.

Wages: Effective Sept. 1/78

General Increase 6%

Annual Rates

Teacher, Category IV 0-11 years \$13,121-\$22,455
(\$12,378-\$21,184)

Teacher, Category VII 0-11 years \$16,061-\$28,500
(\$15,152-\$26,887)

Principal 0-4 years \$36,898-\$39,771
(\$34,810-\$37,520)

Extra Degree Allowance: \$673 (\$635).

Responsibility Allowances: Director \$3,148 (\$2,970)

Major Department Head \$2,666 (\$2,515)

Minor Department Head \$1,627 (\$1,535)

Assistant Department Head \$1,182 (\$1,115)

Major Subject Chairman \$1,182 (\$1,115)

Sept. 1/78

Minor Subject Chairman \$ 843 (\$ 795)

Assistant Principal \$2,666 (\$2,515)

Night School Principal For each 10-week session, \$175 (\$165) per 100 students, with a session minimum of \$281 (\$265) for a teaching principal and \$379 (\$358) for a non-teaching principal.

Related Trade or Professional Experience: \$318 (\$300) for each accredited year, as specified.

Summer School: Teacher - \$13.51 (\$12.75) per hour.
Principal - \$3,075 (\$2,901).

Stormont, Dundas and Glengarry County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 375 employees, settled at the bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	<u>Sept. 1/78</u>
	General Increase	6% on the grid
	Teacher D 0-5 years	\$9,593-\$13,250 (\$9,050-\$12,500)
	Teacher Group 4 0-11 years	\$15,333-\$27,979 (\$14,465-\$26,395)

Health and Welfare: Life Insurance and A.D. & D. (new) - Employer pays 50% of premium costs for a plan with \$25,000 coverage. (Previous plan was employee-paid.)

Allowances: Current responsibility allowances for Principals and Coordinators and Extra Degree and Special Education allowances increase by 5%.

Vice Principals - \$3,300 (\$3,200).

Stormont, Dundas and Glengarry County Board of Education - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 560 employees, settled at the fact finder stage. Duration of negotiations - 11 months.

Wages:	Effective	<u>Sept. 1/78</u>
	General Increase	6%
	<u>Annual Rates</u>	
	Teacher-Group 1 0-11 years	\$13,324-\$22,652 (\$12,570-\$21,370)

Sept. 1/78

Teacher-Group 4	\$15,333-\$27,979
0-11 years	(\$14,465-\$26,395)
Principal	\$36,040-\$38,160
0-4 years	(\$34,000-\$36,000)

Cost of Living Provision: Deleted. No monies were generated under the previous provision.

Responsibility Allowances: Increase by 6%.

Sudbury Board of Education - Local 895, Canadian Union of Public Employees (CLC)
(custodial, maintenance, construction and transportation employees): A 12-month renewal agreement effective from July 1, 1978 to June 30, 1979, covering 400 employees, settled at the bargaining stage. Duration of negotiations - 5½ months.

Wages:	Effective	<u>July 1/78</u>
	General Increase	5.42%
	Additional Adjustment	Some reclassifications.
	Cleaning Helper	\$4.20
	Elementary & Secondary	(\$3.98)
	Custodian	\$5.62-\$6.14* (\$5.33-\$5.82)
	Group "B" (includes Electrician)	\$8.52 (\$8.08)

Probationary period is 80 days of work if hired in June, July or August and 65 days of work if hired during the remainder of the year. Maximum rate for Custodian is reached after three annual increases.

Additional Certificates Premium: Tradesmen receive 20¢ (19¢) per hour for additional certificates, where required. Premium is also applicable to holders of the Natural Gas Fitters Certificate.

Custodian Premium*: \$.72 to \$1.08 (\$.60 to \$1.02) per hour for Elementary and Office Custodians. \$.63 to \$.82 (\$.60 to \$.78) per hour for Secondary Custodians.

Shift Premium: 0-22¢-26¢ (0-20¢-24¢) per hour for Maintenance Department and Custodial Department employees.

Spray Painting Premium: 22¢ (21¢) per hour for Helpers.

Sunday Premium: 50¢ (26¢) per hour.

Paid Vacation: Current vacation entitlement granted to employees with 10 or more years' service increases by 1 day, ranging from 21 days for those with 10 years' service to 31 days for those with 30 years' service.

Vacation Pay:	Current vacation pay granted to employees with 10 or more years' service increases by .4%, ranging from 8.4% for those with 10 years' service to 12.4% for those with 30 years' service. Vacation pay is based on gross earnings in the vacation year ending with the 26 pay periods immediately prior to June 30th. (Previously, it was based on annual earnings.)
Bereavement Leave:	Grandchildren are included in immediate family, for up to 5 paid days' leave.
School Rental Allowance:	\$18 (\$13) per rental.
Tool Allowance:	\$25 (\$20) per year for maintenance employees and \$85 (\$75) per year for Motor Mechanics for the purchase of replacement tools.
Vehicle Allowance:	<u>Maintenance Department</u> - \$1.25 (\$1.17) per day plus 14¢ per kilometre (21¢ per mile). <u>Other Departments</u> - 14¢ per kilometre (21¢ per mile).

Sudbury Board of Education - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A
12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 885 employees, settled at the fact finder stage. Duration of negotiations - 11 months.

Wages:	Effective	<u>Sept. 1/78</u>
	Increase	\$498-\$1,800
	<u>Annual Rates</u>	
	Teacher, Group 1 0-10 years	\$13,000-\$21,600 (\$12,500-\$20,700)
	Teacher, Group 4 0-12 years	\$15,500-\$28,400 (\$15,002-\$26,750)
	<u>Principal</u> 0-3 years	
	Schools with less than 600 students	\$33,600-\$35,700 (\$31,800-\$33,900)
	Schools with 600 or more students	\$35,300-\$37,400 (\$33,500-\$35,600)

Health and Welfare:	<u>OHIP</u> - Employer pays 100% of current premium rates. (Previously, 100% of pre-May 1, 1978 premium rates.)
---------------------	---

Toronto City Board of Education - Educational Assistants' Association (Ind.) - A
24-month first agreement effective from January 1, 1978 to December 31, 1979, covering 350 employees, settled at the bargaining stage. Duration of negotiations - 7½ months.

Wages:	Effective	<u>Jan. 1/78</u>	<u>Jan. 1/79</u>
	Average	5.42%	6%
	Increases		
	Educational	\$5,528-\$7,110	\$5,810-\$7,570
	Assistant	(\$5,198-\$6,780)	

Probationary period is 12 calendar months. Maximum rates are reached after three annual increases.

Health and Welfare: Life Insurance and A.D. & D. - Effective January 1, 1979, employer pays 100% (75%) of premium costs for the first \$25,000 coverage. Premiums are waived for employees who become totally disabled.

Wellington County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 735 employees, settled at the fact finder stage. Duration of negotiations - 11 months.

Wages:	Effective	<u>Sept. 1/78</u>
	<u>Average Increase:</u>	
	Grid	4.9%
	Increments	2.4%
	<u>Annual Rates</u>	
	Teacher, Category D	\$10,000-\$14,050
	0-6 years	(\$ 9,500-\$13,200)
	Teacher, Category A1	\$13,600-\$22,300
	0-10 years	(\$13,000-\$21,350)
	Teacher, Category A4	\$15,700-\$27,600
	0-11 years	(\$14,900-\$26,300)

Responsibility Allowances:	<u>Principal</u>	
	0-6 years	
	Group 1 (4-9 teachers)	\$2,450-\$6,250 (\$2,150-\$5,950)
	Group 2 (10-19 teachers)	\$3,150-\$6,950 (\$2,750-\$6,550)
	Group 3 (20 or more teachers)	\$3,750-\$7,650 (\$3,250-\$7,150)
	<u>Vice-Principal</u>	
	0-4 years	\$1,950-\$2,750 (\$1,650-\$2,450)
	<u>Consultant</u>	
	0-6 years	\$2,300-\$4,100 (\$2,000-\$3,800)

Carleton University at Ottawa - Academic Staff Association (Ind.) (professors, librarians and instructors): An 8-month extension agreement resulting from a wage reopener, covering 650 employees, settled with mediation services. Duration of negotiations - 8 months. New termination date is April 30, 1980.

Wages: Effective July 1/78

General Increase 2.75%

Annual Rates
(salary floors)

Instructor Grade 1	\$12,420 (\$12,090)
Instructor Grade 3	\$16,890 (\$16,444)
Lecturer	\$12,960 (\$12,610)
Librarian Grade 1	\$13,560 (\$13,200)
Librarian Grade 4	\$21,780 (\$21,195)
Assistant Professor	\$16,490 (\$16,050)
Associate Professor	\$20,910 (\$20,350)
Professor	\$27,100 (\$26,370)

Reopener Effective July 1, 1979, wages and working conditions will be re-
Provision: opened.

University of Toronto (Libraries) - Local 1230, Canadian Union of Public Employees (CLC) (non-professional employees): A 12-month renewal agreement effective from July 1, 1978 to June 30, 1979, covering 390 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages: Lump sum payment of \$100 for employees at the top of their wage range for one year and, hence, ineligible for an incremental increase.

Effective	<u>July 1/78</u>
General Increase	4.03%, rounded to the nearest dollar annually

Library Technician II	\$8,391-\$9,980 (\$8,066-\$9,593)
-----------------------	--------------------------------------

Programmer III	\$16,827-\$20,336 (\$16,175-\$19,548)
----------------	--

Probationary period is 90 calendar days. Maximum rates are reached after four annual increases.

Seniority Dur- Accumulates. (Previously, frozen.)
ing Maternity
Leave:

Union Leave: Union President is granted two half days off with pay per month for the purpose of conducting Union business (new).

Health and OHIP - Employer pays 68% of post-May 1, 1978 premium costs.
Welfare: (Previously, 68% of pre-May 1, 1978 premium costs.)

Dental Plan (new) - Employer pays 80% of premium costs for Blue Cross Dental Plan #9. Payments are based on the 1977 Ontario Dental Association fee schedule.

Promotion Pay Calculation: A promoted employee receives pay in his new classification at the same incremental step as he was at in his former classification. (Previously, one incremental step in the new classification back of his incremental step in his former classification.)

Tuition Fee Waiver (new): Granted to dependents of employees for certain programs of study at the University.

HEALTH AND WELFARE SERVICES

Chatham Public General Hospital - Local 210, Service Employees International Union (AFL-CIO/CLC): A 12-month renewal agreement effective from April 1, 1978 to March 31, 1979, covering 215 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Apr. 2/78</u>
	General Increase	\$33
	Skilled Trades Adjustment	\$9 for maintenance categories
	Additional Adjustment	Rates for Registered Nursing Assistant and Orderly (trained)-Attendant are now identical

Monthly Rates

Hospital Aide	\$836-\$872 (\$803-\$939)
Orderly (trained)-Attendant	\$964-\$1,014 (\$931-\$ 981)
Carpenter	\$1,052-\$1,130 (\$1,010-\$1,088)

Previous rates reflect a rollback by the Anti-Inflation Board.

Probationary period is 2 months. Maximum rates are reached after 2 annual increases.

Shift Premium: Effective April 2, 1978, 0-\$1.65-\$1.65 (0-\$1.55-\$1.55).

Paid Vacation: 5 weeks (new) after 25 years.

Health and Welfare: Dental Plan (new) - Effective February 1, 1979, employer pays 50% of the cost of premiums.

Canadian Red Cross Society, Blood Transfusion Service at Hamilton, London, Ottawa and Toronto - Employees' Association (Ind.): A 24-month renewal agreement effective from January 1, 1978 to December 31, 1979, covering 243 employees, settled at the conciliation officer stage. Duration of negotiations - 9 months.

Wages:	Effective	Jan. 1/78	Jan. 1/79
	Increases	\$600	11%-27%

Weekly Rates

Clerk Typist	\$159.441-\$183.441 (\$147.903-\$171.903)	\$180.966-\$208.206
Stores Accountant	\$165.903-\$191.288 (\$154.365-\$179.750)	\$205.720-\$237.197

Previous rates reflect a rollback by the Anti-Inflation Board.

Probationary period is 3 months. Maximum rate for Clerk Typist is reached after 4 annual increases and, for Stores Accountant, after 5 annual increases.

Acting Pay \$2.00 per day for a Clinic Assistant acting as a Clinic Technician,
Premiums (new): a Transport Driver who drives the Mobile Lab, a Laboratory Helper performing RIA duties and a Clerk-Typist performing secretarial duties for any Medical Director or PH.D..

Paid Holidays: 1 floating day is added, for a total of 13 days.

Holiday Pay: Double time plus a 7½-hour day off at straight time for employees required to work the second of 2 consecutive statutory holidays or the same statutory holiday, two years in succession.

Paid Vacation: Effective January 1, 1979, 5 weeks after 10 years of service (new).

Compassionate Leave: 3 days' paid leave for legal guardian, grandparent, grandchild, son-in-law and daughter-in-law and 1 day's paid leave for sister-in-law and brother-in-law.

3 days' paid leave for the serious illness of a spouse, including common-law, parent and child. 2 additional days' leave if travel in excess of a 320-kilometre radius of the city in which the employee resides is required.

Health and Welfare: OHIP, Extended Health Care and Semi-Private Hospitalization Plan - Effective January 1, 1979, employer pays 100% (66-2/3%) of premium rates.

Meal Allowance:	Effective	Jan. 1/78		Oct. 1/78	Jan. 1/79
		Overnight Mobile Clinics	Daily Mobile Clinics	All Mobile Clinics	All Mobile Clinics
Breakfast		\$2.50 (\$2.00)	-	\$2.50	\$3.00
Lunch		\$4.00 (\$3.50)	\$3.00 (\$2.00)	\$4.00	\$4.50
Dinner		\$6.00 (\$5.00)	\$4.50 (\$3.50)	\$6.00	\$6.50

Transportation Allowance: Employer pays taxi fare for Laboratory Helpers working past 10:30 p.m. (12:30 a.m.).

Uniform Allowance: Employer pays \$50 per year toward the cost of boots and gloves for Clinic Assistants and Drivers. (Previously, \$20 and \$10, respectively, for each item.)

SERVICES TO BUSINESS MANAGEMENT

Canadian Standards Association at Toronto - Local 967, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from June 19, 1978 to June 18, 1980, covering 300 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>June 19/78</u>	<u>June 19/79</u>
	General Increases	7%, to the nearest 50¢	7.5%
	Clerk Grade 1	\$153.00-\$165.00 (\$143.00-\$154.00)	\$164.50-\$177.50
	Maintenance Electrician	\$298.50-\$318.00 (\$279.00-\$297.00)	\$321.00-\$342.00
	Engineering Technologist Grade II	\$359.50-\$408.00 (\$336.00-\$381.50)	\$386.50-\$438.50

Maximum rates for Clerk Grade 1 and Maintenance Electrician are reached upon completion of 6-month probationary period. Maximum rates for Engineering Technologist Grade II are reached after 3 annual increases.

Shift Premium: 0-28¢-34¢. (Previously, \$2.00 and \$2.50 per shift.)

Paid Holidays: 1 additional floating day is added, for a total of 11 days.

Paid Vacation: Effective April 1, 1979, 4 weeks after 12 (15) years of service.

PERSONAL SERVICES

Hotel Plaza II at Toronto - Local 299, Hotel Employees (AFL-CIO/CLC): A 24-month renewal agreement effective from July 1, 1978 to June 30, 1980, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 5½ months.

Wages:	Effective	<u>July 1/78</u>	<u>Apr. 1/79</u>
	General Increases	6%	10¢
	Waitress	\$3.02 (\$2.85)	\$3.12
	1st Cook	\$5.25 (\$4.95)	\$5.35

Minimum Wage: The rate for Maids and Stewards Department will remain 15¢ per hour in advance of the minimum wage in the hotel industry.

Probationary Period: 50 (90) days worked.

Paid Vacation: 3 weeks after 5 (8) years' service.

Health and Welfare: OHIP - Employer pays 100% of premium costs for employees who have completed their probationary period. Capped at \$19 for single and \$30 for family coverage for employees with less than 1 year of service. No cap for employees with 1 year's service. (Previously, employer paid 50% of premium costs for employees who had completed their probationary period and 100% of same for employees who had 1 year of service.)

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Merchant Service Guild (CLC) (ships' officers): A 12-month renewal agreement effective from February 20, 1978 to February 18, 1979, covering 1,380 employees, settled by arbitration. Duration of negotiations - 11 months.

Wages:	Effective	<u>Feb. 20/78</u>
	Increases:	
	Eastern Based Officers	3.5%
	Western Based Officers	4.5%
	Instructor Sub-Group	4.01%
	Cadets	\$10 per month

Annual Rates

Marine Operations
Sub-Group

Eastern Based Operations

SO-MAO-1	\$12,981 (\$12,542)
SO-MAO-6	\$18,144 (\$17,530)
SO-MAO-12	\$28,025 (\$27,077)

Western Based Operations

SO-MAO-1	\$13,919 (\$13,320)
SO-MAO-6	\$18,992 (\$18,174)
SO-MAO-12	\$29,210 (\$27,952)

Paid Vacation: Effective April 1, 1978, 4 weeks after 12 (13) years and 5 weeks after 26 (27) years. Effective January 8, 1979, 3 weeks after 1 (2) year.

Bereavement Leave: 4 (1) days' paid leave in the event of the death of a grandparent.

Educational Leave (new):	May be granted with or without pay to permit the upgrading of professional qualifications.
Examination Leave (new):	Paid leave is granted to write an examination in order to qualify for a higher professional certificate of competency.
Cadet Allowances:	1st year Cadets - \$145 (\$135) per month. 2nd year Cadets - \$155 (\$145) per month. 3rd year Cadets - \$170 (\$160) per month.

Government of Canada (Treasury Board) - Professional Institute (Ind.) (commerce group): A 14-month renewal agreement effective from November 10, 1978 to December 25, 1979, with wages retroactive to June 26, 1978. The agreement covers 1,550 employees and was settled by arbitration. Duration of negotiations - 8 months.

Wages:	Effective	<u>June 26/78</u>	<u>June 26/79</u>
	Increases:		
	CO-1	6.5%	3.25%
	CO-2	6.5%	3%
	CO-3 and CO-4	6%	3%

Annual Rates

CO-1	\$18,237-\$24,262 (\$17,124-\$22,781)	\$18,830-\$25,051
CO-4	\$33,658-\$40,944 (\$31,753-\$38,626)	\$34,668-\$42,172

Paid Vacation: 4 weeks after 12 (13) years and 5 weeks after 25 (27) years.

Severance Pay on Retirement: Weekly rate of pay times the number of completed years of continuous employment, up to a maximum of 30 (28) years.

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC) (engineering and scientific support group): A 1-month renewal agreement effective from November 17, 1978 to December 24, 1978, with a wage increase retroactive to December 26, 1977, covering 8,065 employees, settled at the conciliation board stage. Duration of negotiations - 12 months.

Wages:	Effective	<u>Dec. 26/77</u>
	General Increase	5.77%

Annual Rates

EG-ESS 1	\$10,490-\$11,666 (\$ 9,918-\$11,030)
EG-ESS 6	\$16,393-\$18,371 (\$15,499-\$17,369)
EG-ESS 11	\$27,549-\$31,051 (\$26,046-\$29,357)

Shift Premium: 0-21¢-29¢ (0-20¢-28¢).

Weekend Premium (new): 20¢ per hour for regularly scheduled work on a Saturday or Sunday.

Standby Pay: \$4 (\$3.25) for each 8 consecutive hours or portion thereof. \$8 (\$7.55) on a day of rest or designated paid holiday.

Paid Holidays: 11, plus one additional day when proclaimed by Parliament as a national holiday.

Paid Vacation: Effective April 1, 1978, 4 weeks after 12 (13) years and 5 weeks after 26 (27) years.

Education Leave (new): May be granted for periods of up to 1 year, with an allowance of up to 100% of yearly salary. Renewable by mutual agreement.

Paid Career Development Leave (new): Granted when attending a course, seminar, convention or study session directly related to the employee's work. Reasonable travel and incidental expenses will also be paid by the employer.

Paid Examination Leave (new): Granted at the employer's discretion for the purpose of writing an examination during the employee's normal working hours.

Travel Expenses (new): When an employee is required to report for work at a time not contiguous to his work period and is required to use transportation other than normal public transit services, he will be reimbursed mileage allowance for use of his own automobile or out-of-pocket expenses for other means of commercial transportation.

Meal Allowance: \$3.10 (\$3) after 3 hours' overtime.

LOCAL ADMINISTRATION

Sudbury Regional Board of Commissioners of Police - Police Association (Ind.):
A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 230 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Jan. 1/78</u>
	Increase	7.38% for 1st class Constable; 6% for Staff Sergeant, Sergeant, Inspector and 2nd Class Constable

Bi-weekly Salaries

4th Class Constable	\$526.40 (\$526.40)
1st Class Constable	\$765.60 (\$712.80)
Inspector	\$932.80 (\$880.00)

CONSTRUCTION

Canadian Automatic Sprinkler Association - Local 853, Plumbers (AFL-CIO/CLC)
(sprinkler fitters field agreement): A 22-month renewal agreement effective from July 1, 1978 to April 30, 1980, covering 625 Ontario employees, settled at the bargaining stage. Duration of negotiations - 7½ months.

Wages:	Effective	<u>July 1/78</u>	<u>May 1/79</u>
	<u>Ontario</u>		
	Increases	63¢ for Ontario West; 64¢ for Ontario East and Central	69¢ for Ontario West; 68¢ for Ontario East and Central
	Journeyman Sprinkler Fitter - Ontario West	\$11.45 (\$10.82)	\$12.14
	Journeyman Sprinkler Fitter - Ontario East	\$11.89 (\$11.25)	\$12.57
	Journeyman Sprinkler Fitter - Ontario Central	\$12.54 (\$11.90)	\$13.22
Health and Welfare:	Effective July 1, 1978, employer contributes 55¢ (50¢) per hour earned.		
Mileage Allowance:	Effective October 30, 1978, 26¢ (22¢) per mile, or the metric equivalent.		
Room and Board Allowance:	Effective October 30, 1978, \$22 (\$20) per day, based on 7 days per week.		
Trip Home:	Effective October 30, 1978, employer pays the cost of a return trip home for employees on projects 225 (250) miles from their homes once every 45 calendar days (previously, once every 8 weeks).		

Addendum

June 1978 Settlements

CONSTRUCTION

Kingston and District Road, Sewer and Watermain Contractors - Local 247, Labourers (AFL-CIO/CLC): A 12-month renewal agreement effective from May 1, 1978 to April 30, 1979, covering 200 employees, settled at the bargaining stage and ratified in June, 1978. Duration of negotiations - 2 months.

Wages:	Effective	<u>May 1/78</u>
	Increase	25¢ for Flagperson; 40¢ for all other classifications

May 1/78

Labourer (Road)	\$6.60 (\$6.20)
Labourer (Sewer and Watermain)	\$7.10 (\$6.70)

Reporting Pay: 3 (2) hours' pay when work is not available due to reasons other than inclement weather.

Paid Lunch Period: When an employee is required to work through his lunch break, he shall be paid for such lunch break (new).

Paid Holidays: Victoria Day is recognized as a statutory holiday, for a total of 9 such holidays.

Living Allowance and Travel: Employees requested to work outside the employer's yard are paid on the following basis:

Beyond 30 and up to 45 miles radius	\$3 (new) per day
Beyond 45 and up to 75 miles radius	\$4.50 (\$4) per day
Beyond 75 miles radius	\$6 (\$5) per day

Out of Town Allowance: Up to a maximum of \$10 (\$8) per day and \$50 (\$40) per week.

Ontario Industrial Roofing Contractors' Association - Locals 30, 47, 235, 269, 392, 397, 473, 504, 537, 539 and 562, Sheet Metal Workers (AFL-CIO/CLC):
A 23-month renewal agreement effective from June 9, 1978 to April 30, 1980, covering 1,400 employees, settled at the bargaining stage and ratified in June, 1978. Duration of negotiations - 2 months.

Wages:	Effective	<u>June 9/78</u>	<u>May 1/79</u>
Increases (except Sarnia)		\$.45-\$1.14 for Roofer #1 and #2; 45¢ for Roofer #3	\$.64-\$1.12 for Roofer #1 and #2; 55¢ for Roofer #3
Roofer #1 (Toronto, Local 30)		\$12.22 (\$11.67)	\$12.86
Roofer #2 (Ottawa, Local 47)		\$9.35 (\$8.86)	\$10.00
Roofer #2 (Windsor, Local 235)		\$10.46 (\$ 9.91)	\$11.10
Roofer #2 (Kingston, Local 269)		\$9.30 (\$8.85)	\$9.94
Roofer #2 (Belleville, Local 269)		\$9.20 (\$8.65)	\$9.84
Roofer #2 (Peterborough, Local 392)		\$9.30 (\$8.75)	\$9.94
Roofer #2 (Thunder Bay, Local 397)		\$8.90 (\$8.35)	\$10.02

	<u>June 9/78</u>	<u>May 1/79</u>
Roofer #2 (London, Local 473)	\$9.58 (\$9.07)	\$10.22
Roofer #2 (Sudbury, Local 504)	\$8.70 (\$8.25)	\$9.35
Roofer #2 (Sault Ste. Marie, Local 504)	\$8.10 (\$7.55)	\$8.75
Roofer #2 (Hamilton and Brantford, Local 537)	\$10.99 (\$ 9.85)	\$11.63
Roofer #2 (Niagara, Local 537)	\$8.55 (\$8.00)	\$9.19
Roofer #2 (Sarnia, Local 539)	\$11.16 (\$11.16)	\$11.41
Roofer #2 (Kitchener, Local 562)	\$8.91 (\$8.31)	\$9.55

Statutory
Holidays
(Ottawa Local
only):

Boxing Day is added, for a total of 9 days.

Industry Fund:

Effective October 1, 1978, employer contributes 4½¢ for each hour worked to the Ontario Industrial Roofing Contractors' Association Industry Fund (new for all Locals).

Windsor Local only - Employer contributes 2¢ per hour worked to the Windsor Construction Association Industry Fund (new).

Roofers Pro-
motion Fund:

Effective October 1, 1978, employer contributes 1¢ per regular and overtime hour worked (new for all Locals).

Ottawa Local only - Employer contributes 13¢ (8¢) per regular and overtime hour worked to the Local 47 Promotion Fund.

Welfare Fund:

Thunder Bay Local only - Effective May 1, 1978, employer contributes 55¢ (50¢) per hour worked.

London Local only - Employer contributes 44¢ (40¢) per hour worked.

Sudbury Local only - Employer contributes 62¢ (52¢) per hour worked.

Board
Allowance:

\$3.00 per day increase for all Locals.

Mileage
Allowance:

3¢ per mile increase for all Locals.

Travel
Allowance:

\$1 per zone increase for all Locals.

September 1978 Settlements

NON-METALLIC MINERAL PRODUCTS

Canada Cement Lafarge Ltd. at Brookfield, Nova Scotia, Havelock, New Brunswick, Hull, Quebec and Woodstock, Ontario - Various Locals, Cement Workers (AFL-CIO/CLC) (production and maintenance employees):
A 24-month renewal agreement effective from July 1, 1978 to June 30, 1980, covering 300 employees, settled at the bargaining stage and ratified in September, 1978. Duration of negotiations - 4 months.

Wages:	Effective	July 1/78	July 1/79
General Increases		45¢	40¢
Job Class Increments		.5¢	.5¢
Additional Adjustments	Some reclassifications		
Class 2 (includes Labourer)		\$7.50 (\$7.05)	\$7.90
Class 10 (includes Shovel Operator)		\$8.26 (\$7.77)	\$8.70
Class 17 (Machinist)		\$8.92 (\$8.40)	\$9.40

Previous rates reflect a rollback by the Anti-Inflation Board.

Cost of Living Allowance: 1¢ for each 0.3 point rise in the Consumer Price Index - 1961=100. To be adjusted quarterly. (Basic formula is unchanged.)

Shift Premium: 0-30¢-40¢ (0-25¢-35¢).

Overtime Pay: Double time after 10 (11) hours of work.

Paid Vacation: Effective January 1, 1979, 4 weeks after 8 (10) years of service and 5 weeks after 18 (20) years.

Bereavement Leave: 3 days' paid leave to attend the funeral of a grandchild, grandparent or spouse's grandparent (new).

Health and Welfare: Life Insurance and A.D. & D. - \$20,000 (\$15,000) coverage.

Weekly Indemnity - Effective September 23, 1978, benefit increases to \$180 (\$160) per week and, effective July 1, 1979, to \$190 per week.

Pension Plan: Effective January 1, 1979, employees whose age plus service total 90 receive an immediate unreduced benefit. (Previously, age 60 plus 30 years' service.)

Supplementary Unemployment Benefit Plan: Effective September 23, 1978, maximum benefit increases to \$100 (\$80) per week. Effective July 1, 1979, \$110 per week.

EDUCATION AND RELATED SERVICES

Huron County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.):
A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 351 employees, settled at the bargaining stage and ratified in September, 1978. Duration of negotiations - 9 months.

Wages:	Effective	<u>Sept. 1/78</u>
	General Increase	6.75%
	Teacher-Category D 0-6 years	\$10,504-\$14,027 (\$ 9,840-\$13,140)
	Teacher-Category A4 0-10 years	\$15,255-\$26,730 (\$14,290-\$25,040)

PERSONAL SERVICES

Four Seasons Hotel Toronto (Four Seasons Yorkville)* - Local 351, Laundry Workers (CLC): A 36-month renewal agreement effective from March 27, 1978 to March 27, 1981, covering 300 employees, settled at the conciliation officer stage and ratified in September, 1978. Duration of negotiations - 7 months.

*Formerly, the Hyatt Regency Hotel Toronto.

Wages:	Effective	<u>Mar. 27/78</u>	<u>Mar. 27/79</u>	<u>Mar. 27/80</u>
	Increases	42¢-94¢	18¢-52¢	19¢-64¢
	Waitress	\$3.07 (\$2.65)	\$3.25	\$3.44
	Housekeeper	\$3.50 (\$2.92)	\$3.75	\$4.05
	Electrician	\$7.44 (\$6.50)	\$7.96	\$8.60

Health and Welfare: OHIP - Employer contributes \$19 (\$11) for single coverage and \$38 (\$22) for family coverage.

Employer Contribution to Union Fund - Effective March 31, 1979, \$12 (\$10) per month per employee. Effective October 1, 1979, \$22. Employer contribution to this health and welfare fund continues during the first 180 days of absence due to illness (new).

Anti-Inflation Board Rulings in November 1978

Employer and Union	Reference	Action
Canteen of Canada Ltd. (Ontario) (Vending and Food Service), Brantford, Hamilton, London, Oakville, Peterborough, St. Catharines and Toronto and Retail, Wholesale and Department Store Union (AFL-CIO/CLC)	Apr. 78, p. 226	Allowed
Government of Canada (Treasury Board) and PSAC (CLC) (administrative services group)	Sept. 78, p. 672	Allowed
The Greater Niagara General Hospital, Niagara Falls and Ont. Nurses' Assn. (Ind.) (registered and graduate nurses)	Mar. 78, p. 156	Allowed
International Harvester Co. of Canada Ltd., Chatham and Auto Workers (CLC) (clerical and technical empls.)	Feb. 78, p. 66	Status Revised Allowed
London City Corp. and Firefighters (AFL-CIO/CLC)	Aug. 78, p. 572	Disallowed
Oshawa General Hospital and Ont. Nurses' Assn. (Ind.) (registered and graduate nurses, full and part-time)	Mar. 78, p. 155	Disallowed
Rowntree Mackintosh Canada Ltd., Toronto and Retail, Wholesale and Department Store Union (AFL-CIO/CLC)	June 78, p. 348	Disallowed
St. Joseph's Hospitals, Chatham and London and Ont. Nurses' Assn. (Ind.) (nurses, full-time)	June 78, p. 427	Disallowed

Negotiations in Progress During November 1978 covering 200 or more Employees

Employer and Location	Union	No. of Empls	Neg Sta
Abitibi Forest Products, Thunder Bay	Cdn. Paperworkers (CLC)	525	MED
Abitibi Paper Co. Ltd., Iroquois Falls, Sault Ste. Marie and Thunder Bay	Carpenters (AFL-CIO/CLC) (woods empls.)	1,350	PCE
Algoma Steel Corp. Ltd. (Tube Div.), Sault Ste. Marie	Steelworkers (AFL-CIO/CLC) (pro- duction empls.)	800	CO
Allied Chemical Canada Ltd., Amherstburg	Auto Workers (CLC) (production empls.)	500	B
American Can of Canada Ltd., Brampton	Printing and Graphic Communications (AFL-CIO/CLC)	246	CO
American Can of Canada Ltd., Marathon	United Paperworkers (AFL-CIO/CLC)	500	CO
American Can of Canada Ltd., Woodlands Div., Marathon	Carpenters (AFL-CIO/CLC)	250	CO
Atlas Steels Co. (Div. of Rio Algom Ltd.), Welland	Steelworkers (AFL-CIO/CLC) (hourly- rated empls.)	1,750	B
Atomic Energy of Canada Ltd., Engineering Co., Mississauga**	Society of Professional Engineers (Ind.)	440	MED
Belleville General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	293	B
Bendix Home Systems Ltd., Hensall	Carpenters (AFL-CIO/CLC)	400	B
Blackstone Industrial Pro- ducts Ltd., Stratford	Auto Workers (CLC) (production and laboratory empls.)	590	WS
Boise Cascade Canada Ltd., Woods Operations, Fort Frances and Kenora	Carpenters (AFL-CIO/CLC)	350	MED
Boise Cascade Canada Ltd., Kenora	Machinists (AFL-CIO/CLC)	200	CO
Boise Cascade Canada Ltd., Fort Frances	United Paperworkers (AFL-CIO/CLC) (mill empls.)	500	MED
Boise Cascade Canada Ltd., Kenora	United Paperworkers (AFL-CIO/CLC) (mill empls.)	430	MED
Boots Drug Stores (Canada), province-wide (except Ottawa-Carleton Regional Municipality)	Retail Clerks (AFL-CIO/CLC)	500	B
Brant County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	560	MED
Brant County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	409	F

* See page 831 for definition of codes.

**Federal jurisdiction

Negotiations in Progress During November 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Joseph Brant Memorial Hospital (Burlington-Nelson Hospital), Burlington	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	290	B
Burlington Steel, Div. of Slater Steel Industries Ltd., Hamilton	Steelworkers (AFL-CIO/CLC) (plant empls.)	630	B
Cambridge Towel Mills Ltd., Cambridge	Clothing and Textile Workers (AFL-CIO/CLC)	280	B
Canada Packers Ltd. (York Farms Div.), Brantford and Brantford Airport	Foodworkers (AFL-CIO/CLC)	205	B
Canada Safeway Ltd., southeastern Ontario	Retail Clerks (AFL-CIO/CLC) (full and part-time empls.)	1,015	PCB
Canadian Mine Enterprises Ltd., Elliot Lake	Steelworkers (AFL-CIO/CLC)	210	B
Canadian Mine Enterprises Ltd., Sudbury	Steelworkers (AFL-CIO/CLC)	400	CO
Canadian National Institute for the Blind (Caterplan Services Div.), province-wide	Service Employees (AFL-CIO/CLC)	380	B
Carleton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,100	MED
Carleton Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	780	MED
Certified Automotive Products (Central) Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	450	B
Council of Printing Industries of Canada, Toronto	Graphic Arts Union (AFL-CIO/CLC) (bookbinders)	775	B
Cyanamid of Canada Ltd., Welland	Cdn. Chemical Workers (Ind.)	420	B
Dashwood Industries Ltd., Centralia and Mount Brydges	Carpenters (AFL-CIO/CLC)	300	B
Davidson Rubber Co. Ltd., Port Hope	Rubber Workers (AFL-CIO/CLC)	350	B
Denison Mines, Elliot Lake**	Steelworkers (AFL-CIO/CLC) (production empls.)	1,400	CO
Dominion Chain Co., Div. of Welland Forge Ltd., Stratford	Machinists (AFL-CIO/CLC)	425	CO
Duntar Woodlands Ltd., Nipigon	Carpenters (AFL-CIO/CLC)	200	CO
Durr-Oliver-Long Ltd., Orillia	Steelworkers (AFL-CIO/CLC)	350	B

Federal jurisdiction

Negotiations in Progress During November 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg' Stag
Durham Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,360	MED
Durham Regional Municipality (Homes for the Aged), Beaverton and Oshawa	CUPE (CLC)	400	B
Durham Regional Municipality (Works Dept.)	CUPE (CLC)	250	B
Eddy Forest Products Ltd., Woods Operations, Espanola	Carpenters (AFL-CIO/CLC)	235	CO
Elgin County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	441	MED
Etobicoke Borough Board of Education	CUPE (CLC) (caretakers, matrons and maintenance empls.)	510	B
Etobicoke Borough Corp.	CUPE (CLC) (outside empls.)	640	B
Etobicoke Borough Corp.	Fire Fighters (AFL-CIO/CLC)	365	ARB
Etobicoke General Hospital	Ont. Nurses' Assn. (Ind.) (full- time nurses)	214	B
Extendicare Ltd. and other nursing homes, Toronto and other centres	Service Employees (AFL-CIO/CLC) (non-medical empls.)	1,740	B
Federal Pioneer Ltd., Bramalea	Electrical Workers (IUE) (AFL- CIO/CLC)	220	B
Fiberglas Canada Ltd., Sarnia	Oil, Chemical and Atomic Workers (AFL-CIO/CLC)	540	B
John Forsyth Co. Ltd., Kitchener and Waterloo	Clothing and Textile Workers (AFL-CIO/CLC)	500	B
Frontenac County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	525	PFB
Frontenac County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	500	PFB
Frontenac-Lennox and Addington County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	206	MED
Greater Niagara General Hospital, Niagara Falls	Ont. Nurses' Assn. (Ind.) (full- time nurses)	200	B
Grey County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	317	PFB
Gulf Canada Ltd. (Clarkson Refinery), Mississauga	Oil, Chemical and Atomic Workers (AFL-CIO/CLC)	400	B

Negotiations in Progress During November 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
aldimand Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	214	MED
alton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,300	B
alton Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,150	B
amilton City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,135	B
amilton City Corp.	CUPE (CLC) (outside empls.)	550	B
amilton City Corp.	Fire Fighters (AFL-CIO/CLC)	430	ARB
amilton City Hydro-Electric Commission	Electrical Workers (IBEW) (AFL-CIO/CLC)	300	B
amilton-Wentworth Regional Board of Commissioners of Police	Police Assn. (Ind.)	690	ARB
arding Carpets Ltd., Collingwood	Clothing and Textile Workers (AFL-CIO/CLC)	400	CO
ilroy Ltd., Toronto	Cdn. Paperworkers (CLC)	230	B
otel Dieu Hospital, St. Catharines	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	200	B
owden Parsons Ltd., Toronto	Boilermakers (AFL-CIO/CLC)	280	B
-T-E Industries Ltd., Power Equipment Group, Mississauga	Electrical Workers (IBEW) (AFL-CIO/CLC)	230	MED
mperial Leaf Tobacco of Canada Ltd., Aylmer	Cdn. Chemical Workers (Ind.)	350	PCB
nco Ltd., Sudbury	Steelworkers (AFL-CIO/CLC)	11,750	WS
ayser-Roth Canada Ltd., London	Clothing and Textile Workers (AFL-CIO/CLC)	250	B
ent County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	600	MED
ent County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	500	MED
imberly-Clark of Canada Ltd., Longlac	Carpenters (AFL-CIO/CLC) (woods empls.)	700	CO
imberly-Clark of Canada Ltd., Rexdale	Cdn. Paperworkers (CLC) (production empls.)	500	B
ngston General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	500	CO
ike Ontario Cement Ltd., Sophiasburgh and Toronto	Cement Workers (AFL-CIO/CLC)	252	B

Negotiations in Progress During November 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg' Stag
Lake Ontario Steel Co. Ltd., Whitby	Steelworkers (AFL-CIO/CLC)	540	B
Lear Siegler Industries Ltd. (General Seating Div.), Kitchener	Auto Workers (CLC) (production empls.)	960	B
Leeds and Grenville County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	535	MED
Leeds and Grenville County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	353	PMB
Lily Cups Ltd., Toronto	Printing and Graphic Communications (AFL-CIO/CLC)	390	B
Lincoln County Board of Education	CUPE (CLC) (maintenance, caretaking, bus drivers and cafeteria empls., full and part-time)	362	B
Lincoln County Board of Education	CUPE (CLC) (office, clerical and technical empls.)	218	B
Livingston Industries Ltd., Hagersville and Tillsonburg	Woodworkers (AFL-CIO/CLC)	1,040	CO
London City Corp.	CUPE (CLC) (office, clerical and technical empls.)	350	B
London City Corp.	CUPE (CLC) (outside empls.)	510	B
London City Corp. (Dr. John Dearness Home for Elder Citizens)	Service Employees (AFL-CIO/CLC)	216	B
London City Public Utilities Commission	CUPE (CLC)	353	B
McGraw-Edison of Canada Ltd., Cambridge	Electrical Workers (IUE) (AFL-CIO/ CLC)	500	B
Marsland Engineering Ltd., Waterloo	Auto Workers (CLC)	680	B
Metropolitan Toronto Board of Commissioners of Police	Police Assn. (Ind.) (clerical and garage empls., parking control officers, cadets and matrons)	1,450	B
Metropolitan Toronto Board of Commissioners of Police	Police Assn. (Ind.) (uniformed empls.)	5,300	B
Metropolitan Toronto and Toronto City	CUPE (CLC) (inside and outside empls.)	10,495	B
Mount Sinai Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	350	B
Muskoka Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	235	MED
William Neilson Co., Ltd., Georgetown and Toronto	Foodworkers (AFL-CIO/CLC) (production empls.)	630	B

Negotiations in Progress During November 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Niagara Falls City Corp.	CUPE (CLC)	250	B
Niagara Regional Board of Commissioners of Police	Police Assn. (Ind.) (police officers and civilian empls.)	680	B
Niagara Regional Municipality (Homes for Senior Citizens), Niagara Falls, Port Colborne, St. Catharines and Welland	CUPE (CLC)	460	CO
Niagara South Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco- Ontariens (Ind.)	850	MED
Norfolk Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	225	MED
North York Borough Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	2,600	B
North York Borough Corp.	CUPE (CLC) (inside empls.)	520	B
North York Borough Corp.	CUPE (CLC) (outside empls.)	710	B
North York Borough Corp.	Fire Fighters (AFL-CIO/CLC)	550	B
North York General Hospital, Willowdale	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	515	CO
Northern Telecom Ltd., Belleville, Bramalea, Kingston and London	Auto Workers (CLC) (office, clerical and technical empls.)	1,265	B
Northumberland and Newcastle Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	565	PMB
Northumberland and Newcastle Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	456	F
Northwestern General Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	220	B
Ontario Council of Regents of Colleges of Applied Arts and Technology, province- wide	OPSEU (Ind.) (support staff empls.)	7,000	MED
Ontario Educational Communi- cations Authority, Toronto	Broadcast Employees (NABET) (CLC)	200	PCB
Ontario Government	OPSEU (Ind.) (clerical services category)	9,600	B
Ontario Government	OPSEU (Ind.) (general adminis- tration category)	4,735	B
Ontario Government	OPSEU (Ind.) (general operational services category)	4,700	B
Ontario Government	OPSEU (Ind.) (institutional care and correctional services category)	9,355	B

Negotiations in Progress During November 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg Sta
Ontario Government	OPSEU (Ind.) (maintenance services category)	6,500	B
Ontario Government	OPSEU (Ind.) (office services category)	7,100	B
Ontario Government	OPSEU (Ind.) (scientific and professional category)	3,635	B
Ontario Government	OPSEU (Ind.) (technical services category)	4,780	B
Ontario Government (Employee Benefits)	OPSEU (Ind.) (classified public servants)	52,000	B
Ontario Government (Working Conditions)	OPSEU (Ind.)	52,000	B
Ontario Housing Corp., province-wide	CUPE (CLC) (office and maintenance empls.)	800	B
Ontario Housing Corp., Toronto	CUPE (CLC) (maintenance empls.)	685	B
Ontario Jockey Club (Thoroughbred Div.), province-wide	Service Employees (AFL-CIO/CLC)	420	B
Ontario Liquor Control Board and Ont. Liquor Licence Board, province-wide	Employees' Assn. (NUPGE) (CLC)	3,485	ARB
Ontario Roadbuilders Assn. and Ont. Sewer and Watermain Contractors Assn. Labour Bureau	Intl. Operating Engineers (AFL-CIO/CLC), Labourers (AFL-CIO/CLC) and Teamsters (Ind.)	1,800	MED
Oshawa City Corp. (City Hall)	CUPE (CLC)	225	B
Oshawa General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	490	B
Otaco Ltd., Orillia	Steelworkers (AFL-CIO/CLC)	260	B
Ottawa Board of Education	CUPE (CLC) (office empls.)	545	B
Ottawa Board of Education	Employees' Assn. (Ind.) (maintenance, services and plant operations empls.)	830	B
Ottawa Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,150	PFB
Ottawa Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,650	PFB
Ottawa-Carleton Regional Transit Commission	Transit Union (AFL-CIO/CLC) (bus operators, etc.)	1,355	B
Ottawa City Corp.	Fire Fighters (AFL-CIO/CLC)	515	B
Ottawa City and Regional Municipality of Ottawa- Carleton	CUPE (CLC) (civic empls.)	3,600	B

Negotiations in Progress During November 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Ottawa Civic Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	885	B
Ottawa Civic and other hospitals, province-wide	CUPE (CLC) (non-medical empls.)	13,000	ARB
Ottawa General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	300	B
Peel Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	2,400	MED
Peel Memorial Hospital, Brampton	Ont. Nurses' Assn. (Ind.) (full and part-time nurses, and teachers)	387	B
Peterborough-Victoria-Northumberland & Newcastle Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	270	F
Inco Ford of Canada Ltd., Toronto	Machinists (AFL-CIO/CLC) (production empls.)	1,000	B
Prescott-Russell County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	385	MED
Prince Hotel, Toronto	Hotel Employees (AFL-CIO/CLC)	280	CO
Provincial Schools Authority, province-wide	Fed. of Provincial Schools Authority Teachers (Ind.)	700	MED
Suretex Knitting Co. Ltd., Toronto	Cdn. Textile and Chemical Workers (CCU)	200	MED/WS
St. Michael's General Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	330	B
Steel Ltd., Dryden	Cdn. Paperworkers (CLC) and Intl. Operating Engineers (AFL-CIO/CLC)	900	B
Steel Ltd., Forestry and Products Group, Dryden	Carpenters (AFL-CIO/CLC) (woods empls.)	300	B
Stelm Canada Ltd., Hamilton and Oakville	Steelworkers (AFL-CIO/CLC)	208	PCB
St. Lawrence Algom Ltd., Elliot Lake**	Steelworkers (AFL-CIO/CLC) (mine empls.)	1,600	CO
St. Mary's Hospital, Ottawa	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	250	B
St. Robertshaw Controls (Canada) Ltd., Toronto	Electrical Workers (UE) (CLC)	315	B
St. Thomas of Pall Mall Canada Ltd., Toronto	Bakery and Tobacco Workers (AFL-CIO/CLC)	457	B
St. Vincent's Hospital of Barrie, Inc.	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	250	B
St. Vincent Manufacturing of Canada Ltd., Toronto	Machinists (AFL-CIO/CLC)	330	B

Federal jurisdiction

Negotiations in Progress During November 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg Sta
St. Catharines City Corp. (Arena, City Hall, Parks, Recreation and Works Dept.)	CUPE (CLC)	209	B
St. Catharines General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	350	B
St. Joseph Religious Hospi- tallers of Hotel Dieu, Windsor	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	300	B
St. Joseph's Hospital, Hamilton	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	720	B
St. Joseph's and other hospitals, Hamilton and other centres)	OPSEU (Ind.) (paramedical empls.)	1,900	B
St. Joseph's Hospital, London	Ont. Nurses' Assn. (Ind.) (full-time nurses)	300	B
St. Joseph's Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	385	CO
St. Mary's General Hospital, Kitchener	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	297	B
St. Michael's Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	585	B
Salvation Army Grace Hospital, Ottawa	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	200	CO
Salvation Army Grace Hospital, Windsor	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	250	B
Sault Ste. Marie District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ind.)	304	PFB
Scarborough Borough Board of Education	CUPE (CLC) (operations and maintenance empls.)	710	B
Scarborough Borough Corp.	CUPE (CLC) (outside empls.)	620	B
Scarborough General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	580	B
Sheller-Globe of Canada (Kralinator Filters Div.), Cambridge	Steelworkers (AFL-CIO/CLC)	350	CO
Shopsy's Foods Ltd. (Huxley Rd. Plant), Toronto	Foodworkers (AFL-CIO/CLC)	200	B
Silverwood Dairies Div. of Silverwood Industries Ltd., London	Teamsters (Ind.)	300	CO
N. Slater Products (Div. of Slater Steel Industries Ltd.), Hamilton	Steelworkers (AFL-CIO/CLC)	208	B

Negotiations in Progress During November 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Smith & Stone Ltd., Georgetown	Auto Workers (CLC)	250	PCB
Spruce Falls Power and Paper Co. Ltd., Kapuskasing	Carpenters (AFL-CIO/CLC) (woods empls.)	500	CO
Steinberg Ltd., Miracle Food Mart Div., Toronto	Teamsters (Ind.)	260	B
Sudbury District Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,040	B
Sudbury General Hospital of the Immaculate Heart of Mary	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	375	B
Sunnybrook Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full-time nurses)	505	B
Sunnybrook Hospital and 3 other hospitals, Toronto	Service Employees (AFL-CIO/CLC) (office and clerical empls.)	685	CO
Textile Rental Institute of Ontario, London and Toronto	Laundry Workers (CLC)	1,700	CO
Toronto City Board of Education	CUPE (CLC) (caretakers, stationary operating engineers and maintenance empls.)	950	B
Toronto City Corp.	Fire Fighters (AFL-CIO/CLC)	1,255	B
Toronto East General and Orthopaedic Hospital, Inc.	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	550	B
Toronto General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	795	CO
Toronto Metropolitan School Board and Boards of Education for Toronto City and the Boroughs of East York, Etobicoke, Scarborough and York	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	6,000	PMB
Toronto Metropolitan Separate School Board	CUPE (CLC) (maintenance, services and plant empls.)	755	CO
Toronto Western Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	585	B
Trane Co. of Canada Ltd., Toronto	Electrical Workers (UE) (CLC)	200	B
Tridon Ltd., Burlington	Employees' Assn. (Ind.)	400	B
Union Gas Ltd., southwestern Ontario	Cdn. Chemical Workers (Ind.) and Oil, Chemical and Atomic Workers (AFL-CIO/CLC) (hourly-rated, maintenance and office empls.)	1,110	B
Imperial Ltd., Chemical Div., Elmira	Steelworkers (AFL-CIO/CLC)	200	MED/WS

Negotiations in Progress During November 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg Sta
Victoria Hospital Corp., London	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	700	B
Victoria and other area hospitals, London and other centres	Service Employees (AFL-CIO/CLC) (non-medical empls.)	3,100	ARB
Vulcan Industrial Packaging Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	230	B
Waterloo County Board of Education	Non-Academic Staff Assn. (Ind.)	200	B
Welland County General Hospital, Welland	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	240	B
Wellesley Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	360	CO
Wellington County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	510	B
Wellington County Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	214	MED
Westinghouse Canada Ltd., Hamilton	Electrical Workers (UE) (CLC) (office and clerical empls.)	350	CO
Weston Bakeries Ltd. (Dupont St. Plant), Toronto	Teamsters (Ind.)	350	B
Windsor City Board of Education	CUPE (CLC)	260	B
Windsor City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	740	MED
Windsor City Corp.	CUPE (CLC) (inside empls.)	600	B
Women's College Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full-time and four-tour nurses)	250	B
Workmen's Compensation Board, province-wide	CUPE (CLC) (rehabilitation workers, clerks, registered nurses, etc.)	1,200	B
York Borough Corp. (Works and Parks and Recreation Depts.)	CUPE (CLC)	200	B
York County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,250	MED
York County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	960	MED
York University, Toronto	CUPE (CLC) (maintenance, services and plant operations)	250	B
York University, Toronto	Faculty Assn. (Ind.)	1,040	B

Negotiations in Progress during November 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
<u>More Than One Province</u>			
Canada, system-wide**	Cdn. Air Line Employees (CLC) (sales dept. empls.)	2,675	B
Canada, system-wide**	Air Line Pilots (Ind.)	1,500	B
Associated Clothing Manufacturers of the Province of Quebec and Montreal Clothing Contractors Assn., Montreal and district, Que. and Men's Clothing Manufacturers Assn. of Ontario, Toronto and district, Ont.	Clothing and Textile Workers (AFL-CIO/CLC) (production empls.)	11,715	B
1 Canada, Nfld., Que., Ont. and N.W.T.**	Communications Workers of Canada (CLC) (craft and service empls.)	13,000	B
1 Canada, Que. and Ont.**	Communications Union Canada (Ind.) (traffic operators and dining service empls.)	8,000	CO
Air, system-wide**	Air Line Flight Attendants (CLC)	900	B
Air, system-wide**	Air Line Pilots (Ind.)	600	PCB
Air, system-wide**	Railway Clerks (AFL-CIO/CLC) (senior dispatchers, assistant dispatchers, passenger agents, etc.)	1,300	B
Canadian Broadcasting Corp., Canada-wide**	Newspaper Guild (AFL-CIO/CLC)	440	B
Canadian Pacific Express Ltd., Atlantic, Eastern and Western Regions**	Railway Clerks (AFL-CIO/CLC) (drivers, mechanics, etc.)	2,935	B
Council of Printing Industries of Canada, Hamilton, London, Ottawa and Toronto, Ont. and Montreal, Que.	Graphic Arts Union (AFL-CIO/CLC) (lithography empls. and photo-engravers)	2,155	B
Union Textile Ltd., Montreal, Que. and Long Sault, Ont.	United Textile Workers (AFL-CIO/CLC)	740	B
Government of Canada (Treasury Board)**	Air Traffic Control (Ind.)	2,215	B
Government of Canada (Treasury Board)**	Cdn. Postmasters and Assistants Assn. (Ind.)	8,210	B
Government of Canada (Treasury Board)**	Cdn. Union of Professional & Technical Employees (Ind.) (translation group)	1,170	CB
Government of Canada (Treasury Board)**	Economists, Sociologists and Statisticians Assn. (Ind.)	2,450	ARB
Government of Canada (Treasury Board)**	Postal Officials (Ind.) (postal supervisors)	4,130	B
Government of Canada (Treasury Board)**	Postal Workers (CLC) (postal operations group, non-supervisory)	24,135	MED-ARB*

Federal jurisdiction
mediator-Arbitrator appointed by legislation

Negotiations in Progress during November 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Ne. St.
Government of Canada (Treasury Board)**	Professional Institute (PIPS) (Ind.) (engineering and land survey group)	2,250	
Government of Canada (Treasury Board)**	PIPS (Ind.) (veterinary science group)	570	
Government of Canada (Treasury Board)**	Public Service Alliance of Canada (PSAC) (CLC) (auditing group)	2,560	
Government of Canada (Treasury Board)**	PSAC (CLC) (communications group)	845	
Government of Canada (Treasury Board)**	PSAC (CLC) (data processing group)	2,935	
Government of Canada (Treasury Board)**	PSAC (CLC) (drafting and illustration group)	2,040	
Government of Canada (Treasury Board)**	PSAC (CLC) (engineering and scientific support group)	8,065	
Government of Canada (Treasury Board)**	PSAC (CLC) (general labour and trades group, supervisory and non-supervisory)	20,595	
Government of Canada (Treasury Board)**	PSAC (CLC) (general services group, supervisory and non-supervisory)	13,265	
Government of Canada (Treasury Board)**	PSAC (CLC) (general technical, social science support and technical inspection groups)	5,005	
Government of Canada (Treasury Board)**	PSAC (CLC) (hospital services group, supervisory and non-supervisory)	3,105	
Government of Canada (Treasury Board)**	PSAC (CLC) (information services group)	865	
Government of Canada (Treasury Board)**	PSAC (CLC) (library science group)	450	
Government of Canada (Treasury Board)**	PSAC (CLC) (lightkeepers, non-supervisory and supervisory)	500	
Government of Canada (Treasury Board)**	PSAC (CLC) (office equipment operations group)	590	
Government of Canada (Treasury Board)**	PSAC (CLC) (primary products inspection group)	2,745	
Government of Canada (Treasury Board)**	PSAC (CLC) (programme administration group)	22,445	PC
Government of Canada (Treasury Board)**	PSAC (CLC) (purchasing and supply group)	1,415	
Government of Canada (Treasury Board)**	PSAC (CLC) (radio operations group)	1,155	
Government of Canada (Treasury Board)**	PSAC (CLC) (secretarial, stenographic and typing group)	12,175	
Government of Canada (Treasury Board)**	PSAC (CLC) (ships' crews, supervisory and non-supervisory)	2,810	

Negotiations in Progress during November 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Government of Canada (Treasury Board)**	PSAC (CLC) (welfare programmes group)	1,690	B
Greyhound Lines of Canada, system-wide**	Transit Union (AFL-CIO/CLC) (operators, maintenance and terminal empls.)	900	CO
House of Seagrams (various distillers), N.B., Que., Ont. and Man.	Distillery Workers (AFL-CIO/CLC) (production empls.)	1,035	B
National Research Council of Canada, Canada-wide**	Employees' Assn. (Ind.) (technical category)	980	B
Northern Telecom Ltd., Belleville, Kingston and London, Ont. and Saint John, N.B.	Auto Workers (CLC) (hourly-rated empls.)	2,280	B
Northern Telecom Ltd., Ont., Man., Sask. and Alta.**	Communications Workers of Canada (CLC) (western region installation, and shop and warehouse and office empls.)	1,225	B
Railway Assn. of Canada, representing CN and CP Rail, system-wide (except Nfld.)**	Locomotive Engineers (Ind.)	4,000	B
Railway Assn. of Canada, representing CN and CP Rail, system-wide**	United Transportation Union (AFL-CIO/CLC) (conductors, brakemen, firemen, yardmasters, etc.)	16,150	B
Railway Assn. of Canada, representing CN and CP Rail and other railway companies, system-wide	Non-operating Railway Unions (AFL-CIO/CLC) (shop craft empls.)	21,250	B
Railway Assn. of Canada, representing CN and CP Rail jointly-owned companies and other railway companies, system-wide**	Associated Railway Unions (CLC and AFL-CIO/CLC) (non-operating empls., office, road service and residual)	50,000	B
Royal Canadian Mint, Hull, Que., Ottawa, Ont. and Winnipeg, Man.**	PSAC (CLC) (production and office empls.)	505	B
The St. Lawrence Seaway Authority, Que. and Ont.**	Railway, Transport and General Workers (CLC) (Operational and Maintenance Agreement and Headquarters Agreement)	1,080	B
Saskatchewan Wheat Pool, Ont., Man., Sask. and B.C.**	Grain Services Union (CLC) (Country Elevator, Head Office, Printing & Publishing, Livestock and Construction & Repair Divs.)	2,500	B
Tele-Direct Ltd., Que. and Ont.	Cdn. Telephone Employees (Ind.) (clerical and associated empls.)	750	B

Negotiations in Progress during November 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg' Stag
-----------------------	-------	-----------------	--------------

Definitions of Codes for Negotiation Stages

B - Direct Bargaining
DMO - Direct Mediation Officer
CO - Conciliation
CB - Conciliation Board
MED - Mediation
PCB - Post Conciliation Bargaining
ARB - Arbitration
WS - Work Stoppage
B/WS - Bargaining After a Work Stoppage
MED/WS - Mediation During a Work Stoppage
F - Fact Finder
PMB - Post Mediation Bargaining
PFB - Post Fact Finder Bargaining
(R) - (R) following the stage of negotiations
indicates that the existing contract has
been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in December 1978

Employer and Location	Union	No. of Empls.
Atomic Energy of Canada Ltd., Engineering Co., Mississauga	Society of Professional Engineers (Ind.)	440
Canada Packers Ltd., York Farms Div., Brantford and Brantford Airport	Foodworkers (AFL-CIO/CLC)	205
CN Railway Clerks & other Classes, Agt. 0501, province-wide	Railway, Transport and General Workers (CLC)	4,395
CN Railway Conductors, Agt. 0416, St. Lawrence and Great Lakes	United Transportation Union (AFL-CIO/CLC)	4,232
CN Railway Customer and Catering Services, Agt. 0508, province-wide	Railway, Transport and General Workers (CLC)	444
CN Railway Firemen and Hostlers, Agt. 0201, St. Lawrence and Great Lakes	United Transportation Union (AFL-CIO/CLC)	579
CN Railway Locomotive Engineers, Agt. 0101, St. Lawrence and Great Lakes	Locomotive Engineers (Ind.)	959
CN Railway Signal Dept., Agt. 1101, province-wide	Railroad Signalmen (AFL-CIO/CLC)	253
CN Railway Station Agents, Agt. 0701, St. Lawrence and Great Lakes	Railway Clerks (AFL-CIO/CLC)	493
CN Railway Station Agents, Agt. 0702, northwestern Ontario	Railway Clerks (AFL-CIO/CLC)	790
CN Railway Telecommunications Dept., Clerical and Technical, province-wide	Telegraph Workers (AFL-CIO/CLC)	600
Council of Printing Industries of Canada, Intercity	Graphic Arts Union (AFL-CIO/CLC)	1,339
Council of Printing Industries of Canada, Toronto	Graphic Arts Union (AFL-CIO/CLC) (bookbinders)	775
CP Express Ltd., province-wide	Railway Clerks (AFL-CIO/CLC) (warehousemen, drivers, clerks, etc.)	1,332
CP Railway Conductors, province-wide	United Transportation Union (AFL-CIO/CLC)	1,505
CP Railway Locomotive Engineers, province-wide	Locomotive Engineers (Ind.)	530
CP Railway Telecommunications Dept., province-wide	Telegraph Workers (AFL-CIO/CLC)	500
Davidson Rubber Co. Ltd., Port Hope	Rubber Workers (AFL-CIO/CLC)	350
Dobbie Industries Ltd., Worsted Div., Cambridge	Clothing and Textile Workers (AFL-CIO/CLC)	200
Dorr-Oliver-Long Ltd., Orillia	Steelworkers (AFL-CIO/CLC)	350
Durham Regional Municipality (Homes for the Aged), Beaverton and Oshawa	CUPE (CLC)	400
Durham Regional Municipality (Works Dept.)	CUPE (CLC)	250
Durham Regional Police	Police Assn. (Ind.)	347

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in December 1978 (Cont'd)

Employer and Location	Union	No. Empl
Etobicoke Borough Board of Education	CUPE (CLC)	5
Etobicoke Borough Corp.	CUPE (CLC) (outside empls.)	6
Federal Pioneer Ltd., Bramalea	Electrical Workers (IUE) (AFL-CIO/CLC)	2
John Forsyth Co. Ltd., Kitchener and Waterloo	Clothing and Textile Workers (AFL-CIO/CLC)	5
Frontenac County Board of Education	CUPE (CLC)	2
Frontenac County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	5
General Aviation Services Ltd., Toronto	Machinists (AFL-CIO/CLC)	2
Halton Regional Police	Police Assn. (Ind.)	2
Hamilton City Hydro-Electric Commission	Electrical Workers (IBEW) (AFL-CIO/CLC)	3
Hand Assn. of Sewer, Watermain and Road Contractors, OLRB Areas 5P, 8P and 26	Labourers (AFL-CIO/CLC)	5
Harding Carpets Ltd., Collingwood	Clothing and Textile Workers (AFL-CIO/CLC)	4
Hilroy Ltd., Toronto	Cdn. Paperworkers (CLC)	2
Hoover Co. Ltd., Burlington	Electrical Workers (UE) (CLC)	2
Kayser-Roth Canada Ltd. (Highbury Avenue Plant), London	Clothing and Textile Workers (AFL-CIO/CLC)	2
Labatt's Ltd., London Brewery	CLC-Directly Chartered	4
Lakehead Board of Education	Service Employees (AFL-CIO/CLC)	2
Lear Siegler Industries Ltd., General Seating Div., Kitchener	Auto Workers (CLC) (production empls.)	9
Lincoln County Board of Education	CUPE (CLC) (maintenance, caretaking, bus drivers and cafeteria empls., full-time)	2
Lincoln County Board of Education	CUPE (CLC) (office, clerical and technical empls.)	2
London City Corp.	CUPE (CLC) (office, clerical and technical empls.)	3
London City Corp.	CUPE (CLC) (outside empls.)	5
London City Corp., Dr. John Dearness Home for Elder Citizens	Service Employees (AFL-CIO/CLC)	2
London City Corp., Fire Dept.	Fire Fighters (AFL-CIO/CLC)	2
London City Police	Police Assn. (Ind.)	3
London City Public Utilities Commission	CUPE (CLC)	3

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in December 1978 (Cont'd)

Employer and Location	Union	No. of Empls.
Men's Clothing Mfrs. Assn. of Ont., Hamilton and Toronto	Clothing and Textile Workers (AFL-CIO/CLC) (production empls.)	3,000
Metropolitan Toronto Library Board	CUPE (CLC)	220
Mount Sinai Hospital, Toronto	Service Employees (AFL-CIO/CLC) (office and clerical empls.)	200
National Research Council of Canada	Employees' Assn. (Ind.) (clerical and regulatory group)	326
William Neilson Co. Ltd., Georgetown and Toronto	Foodworkers (AFL-CIO/CLC) (pro- duction empls.)	630
Niagara Falls City Corp.	CUPE (CLC)	250
Niagara Regional Municipality	CUPE (CLC) (Public Works Dept. and office and clerical empls.)	465
Niagara Regional Police	Police Assn. (Ind.)	680
Niagara South Board of Education	CUPE (CLC)	444
North Bay City Corp.	CUPE (CLC) (hourly-rated and salaried empls.)	200
North York Borough Corp.	CUPE (CLC) (inside empls.)	520
North York Borough Corp.	CUPE (CLC) (outside empls.)	710
North York Borough Corp.	Fire Fighters (AFL-CIO/CLC)	550
North York Public Library Board	CUPE (CLC)	299
Ontario Council of Administrators of Teaching Hospitals, province-wide	Interns and Residents Assn. (Ind.)	2,400
Ontario Government, province-wide	OPSEU (Ind.) (clerical services category)	9,600
Ontario Government, province-wide	OPSEU (Ind.) (general operational services category)	4,700
Ontario Government, province-wide	OPSEU (Ind.) (institutional care and correctional services, category)	9,355
Ontario Government, province-wide	OPSEU (Ind.) (maintenance services category)	6,500
Ontario Government, province-wide	OPSEU (Ind.) (office services category)	7,100
Ontario Housing Corp., Toronto	CUPE (CLC) (maintenance empls.)	685
Ontario Jockey Club, Standardbred Div., province-wide	Service Employees (AFL-CIO/CLC)	205
Ontario Jockey Club, Thoroughbred Div., province-wide	Service Employees (AFL-CIO/CLC)	420
Ottaco Ltd., Orillia	Steelworkers (AFL-CIO/CLC)	260
Ottawa Board of Education	CUPE (CLC) (office empls.)	545
Ottawa City Corp.	CUPE (CLC) (civic empls.)	2,000

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in December 1978 (Cont'd)

Employer and Location	Union	No. of Empls.
Ottawa City Corp.	Fire Fighters (AFL-CIO/CLC)	515
Ottawa City Corp.	Police Assn. (Ind.)	575
Ottawa-Carleton Regional Municipality	CUPE (CLC) (civic empls.)	1,600
Ottawa-Carleton Regional Transit Commission	Transit Union (AFL-CIO/CLC) (bus operators, etc.)	1,355
Peel Regional Police Dept.	Police Assn. (Ind.)	585
Railway Assn. of Canada, province-wide	Maintenance of Way (AFL-CIO/CLC) (extra gang labourers)	216
Railway Assn. of Canada, province-wide	Maintenance of Way (AFL-CIO/CLC) (Track, Bridge and Building Depts.)	4,343
Railway Assn. of Canada, province-wide	Multi-Union	4,155
Robertshaw Controls (Canada) Ltd., Toronto	Electrical Workers (UE) (CLC)	315
Rothmans of Pall Mall Canada Ltd., Toronto	Bakery and Tobacco Workers (AFL-CIO/CLC)	457
St. Catharines City Corp. (Arena, City Hall, Parks, Recreation and Works Dept.)	CUPE (CLC)	209
St. Lawrence Seaway Authority, Intercity	Railway, Transport and General Workers (CLC) (Operational and Maintenance Agrt. and Headquarters Agrt.)	500
Scarborough Borough Board of Education	CUPE (CLC) (operations and main- tenance empls., full-time)	710
Scarborough Borough Board of Education	CUPE (CLC) (operations and main- tenance empls., part-time)	350
Scarborough Borough Corp.	CUPE (CLC) (office, clerical and technical empls.)	450
Scarborough Borough Corp.	CUPE (CLC) (outside empls.)	620
Silverwood Dairies Div. of Silverwood Industries Ltd., London	Teamsters (Ind.)	300
Simcoe County Board of Education	CUPE (CLC) (maintenance, services and plant operations)	334
Simcoe County Board of Education	OPSEU (Ind.)	218
Slater Steel Industries Ltd., Burlington Steel Div., Hamilton	Steelworkers (AFL-CIO/CLC) (plant empls.)	630
Textile Rental Institute of Ontario, London and Toronto	Laundry Workers (CLC)	1,700
Textile Rental Institute of Ontario, Toronto	Teamsters (Ind.) (linen supply route men and laundry drivers)	300
Toronto and District Lithographing Cos., Mississauga, Thornhill and Toronto	Graphic Arts Union (AFL-CIO/CLC)	2,160
Toronto City Board of Education	CUPE (CLC) (caretakers and main- tenance empls.)	715
Toronto City Board of Education	CUPE (CLC) (chief caretakers and stationary operating engineers)	235

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in December 1978 (Cont'd)

Employer and Location	Union	No. of Empls.
Toronto City Board of Education	CUPE (CLC) (clerks)	388
Toronto City Board of Education	CUPE (CLC) (elementary school office and clerical empls.)	203
Toronto City Corp.	CUPE (CLC) (inside empls.)	2,670
Toronto City Corp.	CUPE (CLC) (outside empls.)	1,770
Toronto City Corp., Fire Dept.	Fire Fighters (AFL-CIO/CLC)	1,255
Toronto Metropolitan Municipality	CUPE (CLC) (inside empls.)	3,950
Toronto Metropolitan Municipality	CUPE (CLC) (outside empls.)	2,105
Toronto Metropolitan Police	Police Assn. (Ind.) (uniformed empls.)	5,300
Toronto Metropolitan Police	Police Assn. (Ind.) (Unit A, clerical)	800
Toronto Metropolitan Police	Police Assn. (Ind.) (Unit C, Parking Control Officers, Cadets and Matrons)	500
Toronto Metropolitan Separate School Board	CUPE (CLC) (maintenance, services and plant empls.)	480
Toronto Public Library Board	CUPE (CLC)	375
Toronto Star Newspapers Ltd.	Printing and Graphic Communi- cations (AFL-CIO/CLC) (mailing room empls.)	200
Toronto Star Newspapers Ltd.	Printing and Graphic Communi- cations (AFL-CIO/CLC) (press- men and paper handlers)	211
Treasury Board of Canada	Air Traffic Controllers (Ind.)	600
Treasury Board of Canada	Council of Graphic Arts Unions (5 AFL-CIO/CLC Unions) (prin- ting operations group, non- supervisory empls.)	590
Treasury Board of Canada	PIPS (Ind.) (chemistry group)	243
Treasury Board of Canada	PIPS (Ind.) (veterinary science group)	217
Treasury Board of Canada	PSAC (CLC) (administrative ser- vices group)	3,740
Treasury Board of Canada	PSAC (CLC) (auditing group)	1,261
Treasury Board of Canada	PSAC (CLC) (communications group)	410
Treasury Board of Canada	PSAC (CLC) (general services group, supervisory and non- supervisory)	4,470
Treasury Board of Canada	PSAC (CLC) (general technical group)	895
Treasury Board of Canada	PSAC (CLC) (hospital services group, supervisory and non- supervisory)	810

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in December 1978 (Cont'd)

Employer and Location	Union	No. of Empls
Treasury Board of Canada	PSAC (CLC) (information services group)	68
Treasury Board of Canada	PSAC (CLC) (purchasing and supply group)	1,22
Treasury Board of Canada	PSAC (CLC) (social science support group)	1,43
Treasury Board of Canada	PSAC (CLC) (technical inspection group)	49
Treasury Board of Canada	PSAC (CLC) (welfare programmes group)	46
Tridon Ltd., Burlington	Employees' Assn. (Ind.)	40
Union Gas Ltd., southwestern Ontario	Cdn. Chemical Workers (Ind.)	25
Union Gas Ltd., southwestern Ontario	Oil, Chemical and Atomic Workers (AFL-CIO/CLC)	85
Vulcan Industrial Packaging Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	23
Waterloo County Board of Education	Non-Academic Staff Assn. (Ind.)	20
Waterloo Regional Police	Police Assn. (Ind.) (policemen)	43
Wentworth County Board of Education	CUPE (CLC)	20
Weston Bakeries Ltd. (Dupont St. Plant), Toronto	Teamsters (Ind.)	35
Windsor City Board of Education	CUPE (CLC)	26
Windsor City Corp.	CUPE (CLC) (inside empl.)	60
Windsor City Corp. (Public Works, Parks and Recreation)	CUPE (CLC)	40
Windsor City Corp.	Fire Fighters (AFL-CIO/CLC)	27
Windsor City Police	Police Assn. (Ind.) (Unit A)	37
York Borough Board of Education	CUPE (CLC)	23
York Borough Corp. (Works, Parks and Recreation Depts.)	CUPE (CLC)	20
York County Board of Education	CUPE (CLC)	30
York Regional Municipality (Office, Clerical, Technical, Engineering Maintenance and Land Div.)	CUPE (CLC)	31
York Regional Municipality	Police Assn. (Ind.)	28
York University, Toronto	CUPE (CLC) (maintenance, services and plant operations)	25
Zehr's Markets Ltd., Guelph	Retail Clerks (AFL-CIO/CLC)	30

CA1
L
-C53

Government
Publications



Labour
Canada Travail
Canada



Ontario

LABOUR CANADA
OTTAWA

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS) IN ONTARIO
December 1978



Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

Foreword

This report consists of four sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in December 1978 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries - the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

Some of the settlements note that the wage increases are subject to the approval of the Anti-Inflation Board. This note is generally included only when part of an increase is withheld pending the Board's decision. It is not extended to other settlements which may require AIB approval, even if the wage increases appear to exceed the anti-inflation guidelines.

The second section of the report lists rulings made by the Anti-Inflation Board in December 1978 on settlements which were reported previously. The list includes only those rulings which have come to the attention of the Ministry and it may be incomplete. The action taken by the Board is indicated in terms of whether the Board approved or disapproved the settlement.

The third section lists the negotiations underway in December 1978. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The fourth section lists the agreements that are scheduled to expire in January 1979.

This report was prepared jointly by Labour Canada and the Ontario Ministry of Labour. Labour Canada reports on non-construction situations covering 500 or more employees. The Ontario Ministry of Labour reports on non-construction situations covering 200 to 499 employees and on all construction situations covering 200 or more employees.

January 29, 1979

Contents

	Page
Index to Settlements Reported	839
December 1978 Settlements	
Food and Beverage	842
Tobacco Products	842
Textile	844
Clothing	844
Paper and Allied	845
Primary Metal	847
Metal Fabricating	850
Electrical Products	854
Non-Metallic Mineral Products	858
Chemical and Chemical Products	859
Miscellaneous Manufacturing	860
Forestry	861
Transportation	865
Retail Trade	866
Education and Related Services	868
Health and Welfare Services	874
Services to Business Management	876
Personal Services	876
Federal Administration	877
Local Administration	880
Construction	880
Addendum	
June 1978 Settlements	881
November 1978 Settlements	882
Erratum	
September 1978 Settlements	884
Anti-Inflation Board Rulings in December 1978	885
Negotiations in Progress during December 1978	
Covering 200 or More Employees	886
Collective Bargaining Agreements Covering 200 or More Ontario Employees Expiring in January 1979	900

Highlights

Tobacco Workers Settlements. Five separate agreements covering over 1,900 production and office employees of three Ontario tobacco products manufacturers resulted from four settlements concluded between June and December. All of the settlements were for a two-year duration and three of them were reached in direct bargaining. The remaining one, covering 400 seasonal employees of the Imperial Leaf Tobacco Company of Canada in Aylmer was reached in mediation at the end of December. The workers, mainly employed to clean and break tobacco leaves during a six-month season starting in October, are represented by the Canadian Chemical Workers Local 10. During the negotiations the union put strong emphasis on obtaining new welfare benefits in addition to substantial wage and fringe improvements. The new agreement called for a two stage general wage increase of \$1.10 per hour over two years, some reclassification adjustments, higher shift premiums, improved overtime and bereavement leave provisions and an additional paid holiday.

The three other settlements were negotiated by the Tobacco Workers' International Union (TWIU), which in August 1978 amalgamated with the Bakery and Confectionery Workers' International Union. Among the factors contributing to the merger was the loss of TWIU membership due to layoffs and plant closings resulting from tax increases on tobacco products and introduction of anti-smoking laws, both in Canada and the U.S. The new organization was re-named the Bakery, Confectionery and Tobacco Workers' International Union.

Only one of the 1978 TWIU settlements was negotiated after the merger. Local 319 representing 457 production employees of Rothmans of Pall Mall Canada in Toronto accepted in December a two-year contract providing a general wage increase of 7 per cent in the first year and 8 per cent in the second year. Other improvements included higher shift premiums and vacation pay, and changes in the dental and pension plans, with the latter becoming non-contributory. The employer also agreed to implement a number of new provisions regarding witness pay, retirement bonus, scholarship program, and seniority during maternity or adoption leaves.

A similar wage settlement was jointly negotiated in July by plant and office units at Imperial Tobacco in Guelph. The 22½ month renewal agreements covering 750 members of TWIU Local 323 provided general wage increases of 8 per cent in each year of the contracts, the first increase made retroactive to July 15, 1978, the day after the previous agreements expired. The workers also received an additional paid holiday and improvements in health and welfare, training on the job and bereavement leave provisions. [see p. 581 of the August 1978 issue of this report for details]. The remaining renewal agreement was settled in June and covered 300 members of Local 325 at Benson and Hedges (Canada) in Brampton. The first year of the new contract, still subject to AIB guidelines, provided a two-step general wage increase of 46 cents per hour. The second year increase comprised a further 10 per cent raise plus a lump sum payment of \$217, both

effective in April 1979. The negotiated terms also contained improvements in the dental plan and bereavement leave and the introduction of a Supplementary Unemployment Benefit plan replacing the existing Severance Pay Plan. /see p. 357 of the June 1978 issue of this report/.

Men's Clothing Industry. A pattern-setting settlement affecting 11,715 men's clothing industry workers in Ontario and Quebec was finalized in December at the post-conciliation stage. As in the previous rounds of bargaining, the negotiations were carried out in Montreal by two manufacturers' associations on behalf of the Quebec-based employers and in Toronto by the Men's Clothing Manufacturers' Association of Ontario representing 26 companies employing over 2,000 workers in the Toronto and Hamilton areas. The parallel negotiations were conducted on behalf of the employees by the Montreal and Toronto Joint Boards of the Amalgamated Clothing and Textile Workers Union. The ACTWU originally sought a 30 per cent wage increase in a two-year agreement to replace the previous one which expired December 1, 1978. The union's bargaining proposals also included a cost-of-living clause, a shorter work week and various improvements in benefits.

The terms of the new settlement, first established in the Montreal talks and then applied in Toronto, called for a general wage increase of 9 per cent in the first year, followed by 8 per cent in the second year of the two new agreements. They also provided improvements in the pension plan and health and welfare benefits (with a new hearing aid provision) and an extra paid holiday beginning in the second year of the contracts.

Hospital Support Staff. The 1978 contract dispute involving the Canadian Union of Public Employees (CUPE), acting on behalf of 13,000 non-medical workers at 55 hospitals across Ontario, was resolved through voluntary arbitration in December. The parties agreed to seek arbitration following a rejection by the union bargaining committee of an employer offer involving a wage increase of either 4 per cent or \$37 per month, and a subsequent membership refusal of the union's request for a strike mandate. The difference between the offer and the final union demand was \$13 per month, equivalent to about 1½ per cent. The workers also sought guaranteed job security and improvements in fringe benefits.

The arbitration award provided a general wage increase of 4 per cent and increased the shift premiums to \$1.65 per tour. It also restated a number of working conditions and benefit clauses contained in the previous settlement but postponed due to an AIB ruling limiting the total compensation increases to 8 and 6 per cent respectively for the 1976 and 1977 guideline years. The current CUPE award was consistent with earlier 1978 hospital settlements negotiated centrally with two other unions. A group of the Service Employees International Union (SEIU) locals representing 9,500 support staff at 43 hospitals accepted recently a total compensation increase of 4

per cent after the AIB rolled back their arbitration award of 6.5 per cent. A similar settlement with a 4 per cent general wage increase for 1,800 paramedical employees was negotiated in March between the Ontario Public Service Employees Union and 35 hospitals.

The new CUPE settlement, running through March 31, 1979, served as a basis for renewal of 63 individual contracts covering full-time and part-time workers at the 55 hospitals involved. Support staff agreements for the remaining 5,000 CUPE members bargaining separately with another 17 hospitals, and for 4,100 SEIU members negotiating jointly with a group of 14 southwestern Ontario hospitals (whose dispute was submitted to binding arbitration in mid-October), will most likely follow the established pattern.

Index to Settlements Reported, December 1978

Employer and Location	Union	Page
Abitibi Paper Co. Ltd. (Lakehead Woodlands Div., Iroquois Falls Woods Div. and White River Woods Div.)	Carpenters (AFL-CIO/CLC)	861
Abitibi Provincial Paper (Div. of Abitibi Paper Co. Ltd.), Thunder Bay	Cdn. Paperworkers (CLC)	845
Air Canada, system-wide	Cdn. Air Line Employees' Assn. (CLC) (sales department empls.)	865
Associated Clothing Manufacturers of the Province of Quebec, Inc. and Montreal Clothing Contractors Assn. Inc., Montreal and district, Que. and Men's Clothing Manufacturers Assn. of Ont., Hamilton and Toronto, Ont.	Clothing and Textile Workers (AFL-CIO/CLC)	844
Atlantic Restaurants Ltd., Toronto	Hotel Employees (AFL-CIO/CLC)	876
Atomic Energy of Canada Ltd., Research Co. (Chalk River Nuclear Laboratories) (Erratum)	Oil, Chemical and Atomic Workers (AFL-CIO/CLC)	884
Canada Safeway Ltd., Sault Ste. Marie, Toronto and other centres	Retail Clerks (AFL-CIO/CLC) (full and part-time empls.)	866
Carleton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	868
Certified Automotive Products (Central) Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	858
Cleghorn Ltd., Barrie	Clothing and Textile Workers (AFL-CIO/CLC)	845
Commonwealth Chain Co., Div. of Welland Forge Ltd., Stratford	Machinists (AFL-CIO/CLC)	852
Curran Regional Municipality (Homes for the Aged)	CUPE (CLC)	875
Eastern Steelcasting, a div. of Ivaco Ltd./Ltee and Ivaco Rolling Mills, a div. of Ivaco Ltd./Ltee, L'Orignal	Steelworkers (AFL-CIO/CLC)	847
Electrohome Ltd., Cambridge	Electrical Workers (IBEW) (AFL-CIO/CLC) (hourly-rated empls.)	883
George W. Endress Co. Ltd., Brantford	Clothing and Textile Workers (AFL-CIO/CLC)	854
Government of Canada (Treasury Board)	Economists, Sociologists and Statisticians Assn. (Ind.)	877
Government of Canada (Treasury Board)	Public Service Alliance of Canada (PSAC) (CLC) (drafting and illustration group)	878

Index to Settlements Reported, December 1978 (Cont'd)

Employer and Location	Union	Page
Government of Canada (Treasury Board	PSAC (CLC) (programme administration group)	878
Hamilton City Corp.	Fire Fighters (AFL-CIO/CLC)	880
Harding Carpets Ltd., Collingwood	Clothing and Textile Workers (AFL-CIO/CLC)	844
I-T-E Industries Ltd., Mississauga	Electrical Workers (IBEW) (AFL-CIO/CLC)	854
Imperial Leaf Tobacco Co. of Canada Ltd., Aylmer	Cdn. Chemical Workers (Ind.) (seasonal empls.)	842
Kimberly-Clark of Canada Ltd. (Pulp and Forest Products Div.), Longlac	Carpenters (AFL-CIO/CLC) (woods empls.)	863
Kruger Pulp and Paper Ltd., Packaging Div., Rexdale	Cdn. Paperworkers (CLC) (hourly-paid empls.)	882
Lakehead District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	869
Lincoln County Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	870
London and District Road, Sewer and Watermain Contractors	Labourers (AFL-CIO/CLC)	881
McMaster University (Operations and Maintenance Unit and Machinists Unit), Hamilton	Service Employees (AFL-CIO/CLC)	873
William Neilson Co. Ltd., Georgetown and Toronto	Foodworkers (AFL-CIO/CLC) (plant, transport and warehouse empls.)	842
Niagara Structural Steel (St. Catharines) Ltd.	Steelworkers (AFL-CIO/CLC) (fabrication plant empls.)	850
Ontario Precast Concrete Manufacturers Assn.	Labourers (AFL-CIO/CLC) (erectors and finishers of precast concrete products)	880
Ottawa Civic Hospital and 54 other Ontario hospitals	CUPE (CLC) (service, paramedic and office empls.)	874
Ottawa Roman Catholic Separate School Board	Hotel Employees (AFL-CIO/CLC) (maintenance, services and plant operations empls.)	870
Reed Ltd. (Dryden Operations)	Cdn. Paperworkers (CLC) and Intl. Operating Engineers (AFL-CIO/CLC)	846
Reed Ltd., Forestry and Wood Products Group, Dryden	Carpenters (AFL-CIO/CLC) (woods operations)	863
Rothmans of Pall Mall Canada Ltd., Toronto	Bakery and Tobacco Workers (AFL-CIO/CLC) (plant empls.)	843

Index to Settlements Reported, December 1978 (Cont'd)

Employer and Location	Union	Page
Sault Ste. Marie District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	871
Sheller-Globe of Canada, Ltd. (Canadian Steering Wheel Div.), Brampton	Auto Workers (CLC)	860
Sklar Furniture Ltd. (Chair Div.), Toronto	Upholsterers (AFL-CIO/CLC)	882
Smith & Stone Ltd., Georgetown	Auto Workers (CLC)	856
Spruce Falls Power and Paper Co., Ltd., Kapuskasing	Carpenters (AFL-CIO/CLC) (woods empls.)	865
Steinberg Inc. (Miracle Food Mart Div.), Toronto	Teamsters (Ind.) (distribution centres empls.)	867
Sudbury District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	872
Tele-Direct Ltd., Que. and Ont.	Cdn. Telephone Employees (Ind.) (clerical and associated empls.)	876
Unidon Ltd., Burlington	Employees' Assn. (Ind.)	851
Uniroyal Chemical, Div. of Uniroyal Ltd., Elmira	Steelworkers (AFL-CIO/CLC) (hourly-rated empls.)	859
Victoria Hospital Corp., London	Office Employees (AFL-CIO/CLC) (office and clerical empls.)	884
Westinghouse Canada Ltd., Hamilton	Electrical Workers (UE) (CLC) (office and clerical empls.)	855
York University, Toronto	Faculty Assn. (Ind.)	874

FOOD AND BEVERAGE

William Neilson Co. Limited at Georgetown and Toronto - Local P 529A, Foodworkers (AFL-CIO/CLC) (plant, transport and warehouse employees): A 12-month renewal agreement effective from December 2, 1978 to December 1, 1979, covering 800 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	Dec. 2/78
	Increase	
	Production	42¢
	Cleaning	42¢
	Warehouse	50¢
	Transport	64¢
	Maintenance	84¢
	Production, Level 7 (includes Packer)	\$4.54 (\$4.12)
	Maintenance, Level 1A (Electronic Technician)	\$8.85 (\$8.01)
Shift Premium:	0-18¢-22¢ (0-15¢-19¢).	
Paid Vacation:	4 weeks after 14 (15) years and 5 weeks after 20 (22) years.	
Health and Welfare:	<u>Dental Plan (new)</u> - Provides for basic, preventive services based on the 1978 Ontario Dental Association fee schedule. No deductible and no maximum. Employer pays 65% of the cost.	
Safety Shoe Allowance:	\$28 (\$25) per year.	

TOBACCO PRODUCTS

Imperial Leaf Tobacco Company of Canada Limited at Aylmer - Local 10, Canadian Chemical Workers (Ind.) (seasonal employees): A 24-month renewal agreement effective from November 1, 1978 to October 31, 1980, covering 400 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Wages:	Effective	Nov. 1/78	Nov. 1/79
	General Increases	60¢	50¢
	Additional Adjustment	Some reclassifications	
	Labour Pool	\$4.90 (\$4.30)	\$5.40
	Operator-Cleaning and Classifying	\$5.36 (\$5.76)	\$5.86

Shift Premium: 0-20¢-25¢ (0-18¢-18¢). Effective November 1, 1979, 0-20¢-30¢.

Overtime Pay: Double time (time and one-half) after 12 hours and on statutory holidays.

Paid Holidays: Boxing Day is added, for a total of 6 days.

Bereavement Leave: 3 (1) days' paid leave for a death in the immediate family.

Rothmans of Pall Mall Canada Limited at Toronto - Local 319, Bakery and Tobacco Workers (AFL-CIO/CLC) (plant employees): A 24-month renewal agreement effective from December 21, 1978 to December 20, 1980, covering 457 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Dec. 21/78</u>	<u>Dec. 21/79</u>
General Increases		7%	8%
Group 1 (includes General Rework)		\$6.62 (\$6.19)	\$7.15
Group 8 (includes Warehouse Attendant)		\$8.54 (\$7.98)	\$9.22
Electrician (maximum)		\$10.72 (\$10.02)	\$11.58

Shift Premium: Production workers on afternoon shift receive 35¢ (25¢) per hour.

Non-production workers on night shift receive 55¢ (45¢) per hour.

Instructor Premium: 7% (6%) of Group Rate.

Adoption and Maternity Leave: Seniority accumulates during such leave for up to a maximum of 15 weeks (new).

Witness Pay (new): Employee receives up to a maximum of 7 hours' pay for each working day spent as a court witness.

Health and Welfare: Dental Plan - 80%/20% (previously, 50%/50%) co-insurance on certain designated expenses.

Pension Plan: Non-contributory (previously, contributory).

Retirement Bonus (new): Employees retiring on their regular retirement date during the term of this contract receive bonus pay of \$1,000.

Scholarship Program: Employer contributes \$4,000 in each of 1979 and 1980 towards the program. Program guidelines have not yet been set.

TEXTILE

Harding Carpets Limited at Collingwood - Local 1857, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from January 1, 1979 to December 31, 1980, covering 400 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Jan. 1/79</u>	<u>Jan. 1/80</u>
	General Increases	42¢	40¢
	Labour Group 1 (includes General Labour)	\$4.73 (\$4.31)	\$5.13
	Labour Group 13 (includes Electrician)	\$6.47 (\$6.05)	\$6.87
Shift Premium:	Effective January 1, 1979, 0-17¢-20¢ (0-16¢-19¢).		
Paid Holidays:	Effective January 1, 1979, 1 additional floating day is added, for a total of 11 days.		
Paid Vacation:	3 weeks after 6 (7) years.		
Bereavement Leave:	Brother-in-law and sister-in-law are added for 1 day's paid leave.		
Health and Welfare:	<u>Life Insurance</u> - Effective January 1, 1979, coverage increases to \$5,000 (\$4,500).		
	<u>Weekly Indemnity Plan</u> - Effective January 1, 1979, benefits increase to \$100 (\$90) per week.		

CLOTHING

Associated Clothing Manufacturers of the Province of Quebec, Inc. and Montreal Clothing Contractors Association Inc., Montreal and district, Quebec and Men's Clothing Manufacturers Association of Ontario, Hamilton and Toronto, Ontario - Montreal Joint Board and Toronto Joint Board, Clothing and Textile Workers (AFL-CIO/CLC): Two 24-month renewal agreements effective from December 1, 1978 to December 1, 1980, covering a total of 11,715 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Dec. 1/78</u>	<u>Dec. 1/79</u>
	General Increases	9%	8%
	Industry Average (all classifications)	\$5.72 (\$5.25)	\$6.18

The following benefits apply in the Province of Quebec. Similar benefits apply in Ontario.

Paid Holidays:	Effective in 1980, January 2 is added, for a total of 9 days.		
Bereavement Leave:	1 day's paid leave is granted for mother-in-law and father-in-law (new).		

Health and Welfare: Life Insurance - Effective January 1, 1979, active employees have \$8,500 (\$7,500) coverage. Retirees have \$1,500 (\$1,000) coverage.

Weekly Indemnity - Benefit is \$70 (\$60) per week.

Eyeglasses - Employer pays up to 70% of cost, to a maximum of \$63 (\$56) in any 24-month period.

Hearing Aids (new) - For active employees, maximum benefit is \$250.

Pension Plan: Basic Benefit - Effective January 1, 1979, \$165 (\$150) per month. Effective January 1, 1980, \$175 per month.

Corah Limited at Barrie - Local 1937, Clothing and Textile Workers (AFL-CIO/CLC):
A 12-month renewal agreement effective from January 1, 1979 to December 31, 1979, covering 225 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	Jan. 1/79	July 1/79
General Increases		\$7.00 per week	\$1.50 per week
Operative Grade C		\$149 (\$142)	\$150.50
Star Operative		\$184 (\$177)	\$185.50

PAPER AND ALLIED

Abitibi Provincial Paper (Division of Abitibi Paper Company Ltd.)* at Thunder Bay - Local 239, Canadian Paperworkers (CLC): A 24-month renewal agreement effective from May 1, 1978 to April 30, 1980, covering 525 employees, settled with mediation assistance. Duration of negotiations - 12 months.

*Prior to January 1, 1979, known as Abitibi Provincial Paper (Division of Abitibi Forest Products Ltd.).

Wages:	Effective	May 1/78	July 1/78	May 1/79
COLA Fold-in			24¢	
General Increases**		47¢		43¢
Yard Labourer		\$7.02 (\$6.55)	\$7.26	\$7.69
Journeyman		\$9.12 (\$8.65)	\$9.36	\$9.79

**During the course of this agreement, the plant will convert to a 7-day operation. Once implemented, wage rates will be further increased by varying amounts through the incorporation of a 7-day operation premium.

Other changes, including shift premium, paid vacation, health and welfare, pension plan and bereavement leave are similar to the changes reported for the settlement between Abitibi Paper Company Ltd. and Abitibi Forest Products Ltd. and the Canadian Paperworkers Union (see pp. 462-463 of the July 1978 Settlements Report).

Reed Ltd. (Dryden Operations) - Locals 105 and 1323, Canadian Paperworkers (CLC) and Local 865, International Operating Engineers (AFL-CIO/CLC):
A 24-month renewal agreement effective from September 1, 1978 to September 1, 1980, covering 950 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Sept. 1/78</u>	<u>Jan. 1/79</u>	<u>Sept. 1/79</u>
	COLA Fold-in*		24¢	
	General Increases	47¢		43¢
	Labourer	\$7.22 (\$6.75)	\$7.46	\$7.89
	Electrician "A"	\$9.46 (\$8.99)	\$9.70	\$10.13

*Generated under the 1974-1976 agreement.

Probationary Period: 60 calendar days (30 days of employment).

Shift Premium: Effective January 1, 1979, 0-18¢-23¢ (0-15¢-20¢). Effective September 1, 1979, 0-20¢-25¢.

Paid Holidays: Employees who have 2 unscheduled floating holidays remaining by December 1st of each year receive pay in lieu of time off. (Previously, if an employee had 2 floating holidays remaining by December 15, he could elect to take pay in lieu of time off.)

Paid Vacation: 4 weeks after 12 (15) years and 5 weeks after 22 (25) years.

Active employees who retire receive vacation entitlement on the basis of not less than the entitlement they would have received in the calendar year had they reached their anniversary date before retirement (new).

Bereavement Leave: 1 day's paid leave if unable to attend the funeral due to distance (new).

Health and Welfare: Hospitalization and Medical Care Insurance - Employer pays premiums of up to \$38 per month per married employee and \$19 per month per single employee. (Previously, employer paid the premiums for OHIP.)

Savings realized through reduction in premiums due to legislative action will be diverted to other employee benefits (new).

Extended Health Care Plan (new) - Effective January 1, 1979, 100% coverage in excess of \$10/\$20 deductibles for prescription drugs and specified medical/hospital benefits. Lifetime maximum is \$10,000 per family member. 100% coverage for a semi-private hospital room. The employer pays 100% of the present monthly premiums of \$1.72 for single coverage and \$5.60 for family coverage.

Weekly Indemnity - No longer applies to pregnancy-related disabilities. (Previously, up to 6 weeks of coverage was provided.)

Long Term Disability - Benefit period continues up to age 65, recovery or death. (Previously, limited to 1 month of coverage for each month of service.)

Dental Plan (new) - Effective January 1, 1979, 100% coverage for periodontal, endodontic and basic services, and oral surgery, to a maximum of \$1,000 per family member per calendar year. 50% coverage for dentures, to a maximum of \$1,000 and 50% coverage for orthodontic treatments, to a lifetime maximum of \$500. Payments are based on the 1978 Ontario Dental Association fee schedule. The employer pays 100% of the present monthly premium, \$5.96 for single coverage and \$16.43 for family coverage.

Retirement
Income Plan:

Accrued Benefits - In 1974 and 1975, benefits up to December 31, 1973 were increased by 15% and 10%, respectively. Under the new agreement, the same increases will be extended to cover the period up to December 31, 1977 for all employees in service on January 2, 1979. All benefits up to December 31, 1977 will then be increased by a further 6%.

Voluntary Early Retirement - Effective September 2, 1979, employees at age 61 (62) and over, with 20 or more years of service, may retire without actuarial reduction in benefits.

Bridging Supplement - Effective January 2, 1979, \$9 (\$7) per month per year of service, to a maximum of 30 years. Payable for the period between voluntary early retirement and eligibility for statutory benefits.

Car Allowance: 16¢ (12¢) per mile.

Metric Tool
Conversion
(new):

Employer pays the difference between Government Allowance and actual cost of metric tools required.

PRIMARY METAL

Eastern Steelcasting, a div. of Ivaco Ltd./Ltee and Ivaco Rolling Mills, a div. of Ivaco Ltd./Ltee*, L'Original - Steelworkers** (AFL-CIO/CLC):
A 32½-month first agreement and a 32½-month renewal agreement, both effective from December 18, 1978 to August 31, 1981, covering a total of 400 employees and settled at the post conciliation bargaining stage. Duration of negotiations - 3½ months.

*Sivaco Quebec, a div. of Ivaco Ltd./Ltee and Infasco, a div. of Ivaco Ltd./Ltee, both at Mariville, Quebec and represented by Steelworkers' Locals 6818 and 6839 respectively, bargained jointly

with the L'Orignal plants. These Quebec units cover approximately 860 employees. Their settlements were similar to those of the L'Orignal units, except for wages.

**In August 1978, the Steelworkers Union replaced the Labourers Union as bargaining agent for Eastern Steelcasting. The Local number for Eastern Steelcasting is not yet available. Ivaco Rolling Mills is represented by Steelworkers' Local 7940.

Wages: Full retroactivity on all hours worked.

Effective	<u>Dec. 10/78</u>	<u>Sept. 2/79</u>	<u>Sept. 1/80</u>
Base Rate	Eastern Steelcasting -	15¢	10¢
Increases	\$1.00; Ivaco Rolling Mills - \$1.20; Sivaco Quebec - \$1.02 and Infasco - \$1.36		
COLA	30¢ for Eastern Steelcasting		
Fold-in			
Job Increment	13¢	13¢	13.7¢
<u>Ontario</u>			
Class 1	\$6.35 (\$5.15)	\$6.50	\$6.60
Class 18 (includes Electrical Wireman)	\$8.56 (\$7.36)	\$8.71	\$8.929

The above are the Co-operative Wage Study Program rates in effect at Ivaco Rolling Mills. Eastern Steelcasting will introduce the CWS Program in the fall of 1979.

Probationary Period (Eastern Steelcasting): 45 (60) working days.

Cost of Living Allowance: 1¢ for each 0.3 point increase in the Consumer Price Index - 1971=100. To be adjusted and folded into wages quarterly. Uncapped. As of January 7, 1979, 10¢ has been generated by the new provision and folded into wages. This fold-in is not reflected in the wages shown. (Previously for Eastern Steelcasting, 1¢ for each 0.6 point increase in the CPI - 1961=100. Capped at 15¢ in each of the two contract years for which the provision was effective. Paid as an add-on. The Anti-Inflation Board rendered the COLA provisions in the other 3 contracts in-operative.)

Shift Premium: 0-20¢-25¢ (0-17¢-22¢).

Shift Rescheduling: Time and one-half is paid for the first shift of a new work schedule when the employer fails to give 36 hours' notice of the rescheduling of a shift (new).

Sunday \$1.25 (\$.95) per hour.

Premium:

Call-back Pay 4 hours' pay at straight time, or time and one-half for hours
(Eastern Steel- worked, whichever is greater. (Previously, minimum of 3 hours'
casting): pay at straight time.)

Double time (time and one-half) for call-back work on a statutory holiday.

Paid Holidays: 1 floating day is added, for a total of 12 days.

Pay for Work on Double time (time and one-half) plus holiday pay.
a Holiday
(Eastern
Steelcasting):

Paid Vacation: Vacation with pay is as follows:

<u>Service</u>	<u>Entitlement</u>
1 to 3 years	2 weeks at 4%
3 to 8 years	3 weeks at 6%
8 to 15 years	3 weeks at 8%
15 to 20 years	4 weeks at 10%
20 or more years	5 weeks at 12%

Previously, vacation with pay was as follows:

<u>Service</u>	<u>Entitlement</u>
1 to 3 years	2 weeks at 4%
3 to 5 years	2 weeks at 5%
5 or more years	3 weeks at 6%

Bereavement 4 consecutive (3) days' paid leave in the event of death in the
Leave: immediate family.

The following represent changes for the Eastern Steelcasting agreement only:

Grandparents, father-in-law and mother-in-law are included in "immediate family". (Previously, 1 paid day's leave was granted in the event of their deaths.) In addition, brother-in-law and sister-in-law are included in 1 day's paid leave (new). These changes make Eastern Steelcasting's bereavement leave provision identical to the one in the Ivaco Rolling Mills agreement.

Health and Life Insurance, A.D. & D., Weekly Indemnity and OHIP - Employer
Welfare: pays 75% (50%) of cost of premiums.

Life Insurance and A.D. & D. - \$10,000 coverage (previously, \$5,000 coverage for single employees and \$8,000 coverage for married employees).

Weekly Indemnity - Benefit is 66 2/3% of regular weekly earnings, payable on a 1-1-4-26 basis. (Previously, a flat \$100 per week, payable on a 1-4-26 basis.)

Major Medical (Eastern Steelcasting) - Deductible of \$25 per individual is eliminated.

Pension Plan (new): Premium Payment - Employer pays 100% of cost on behalf of all hourly-rated seniority employees.

Basic Benefit - Effective September 1, 1978, \$7 per month per year of service. Effective September 1, 1979, \$8. Effective September 1, 1980, \$9.

Normal Retirement - At age 65.

Early Retirement - At age 55 with 10 years of credited service. Actuarial reduction is $\frac{1}{2}$ of 1% for each month by which retirement precedes age 65.

Vesting - After 10 years' service, regardless of age.

Reduced Joint Survivorship Benefit - Option is provided.

Meal Allowance: \$3 (\$1.75).

Safety Shoe Allowance: Employer pays 100% (50%) of cost of 1 pair per year.

METAL FABRICATING

Niagara Structural Steel (St. Catharines) Limited - Local 7012, Steelworkers (AFL-CIO/CLC) (fabrication plant employees): A 24-month renewal agreement effective from November 3, 1978 to November 2, 1980, covering 200 employees, settled at the conciliation officer stage. Duration of negotiations - $3\frac{1}{2}$ months.

Wages:	Effective	Nov. 3/78	Nov. 2/79
COLA		30¢	
Fold-in			
General Increases		58¢	38¢
Job Increment Increases		2¢	1¢
Additional Adjustment		Some classification additions and upgradings.	
Job Class 2 (includes General Labourer)		\$6.05 (\$5.15)	\$6.44
Job Class 18 (includes Electrical Technician)		\$8.45 (\$7.23)	\$9.00

Previous rates reflect a rollback by the Anti-Inflation Board.

Cost of Living Provision: Inoperative, as was the case in the 1976-78 contract. The 30-cent COLA folded into hourly rates on November 3, 1978 floated during the term of the 1976-78 contract.

Shift Premium: Effective November 3, 1978, 0-25¢-30¢ (0-20¢-25¢).

Paid Holidays: Effective in the first contract year, a floating day is added, for a total of 12 days.

Paid Vacation: Effective in the 1980 vacation year, 3 weeks after 5 (6) years' service, 4 weeks after 14 (15) years and 5 weeks after 24 (25) years.

Bereavement Leave: Effective November 3, 1978, up to 3 (previously, 1) days' paid leave upon the death of a grandparent.

Health and Welfare: Life Insurance for Retirees (new) - Effective November 1, 1979, \$2,000 coverage for present and future retirees.

Dental Plan - Effective November 3, 1978, payments are based on the 1978 (1976) Ontario Dental Association fee schedule.

Pension Plan: Plan Funding - Effective November 1, 1979, employer pays 32¢ (24.3¢) per hour worked.

Basic Benefit - Effective November 1, 1979, \$9.50 (\$7.50) per month per year of service.

Disability Pension - Effective November 3, 1978, benefit is \$250 (\$175) per month. The offset provisions regarding Canada Pension Plan and Workmen's Compensation Board payments are deleted.

Safety Shoe Allowance: Effective in the first contract year and for employees with 6 months' service, \$30 (\$20) per year.

Prescription Safety Glasses: Effective in the first contract year, employer pays full cost of first pair required and, thereafter, for one pair of replacements per year required through breakage or damage in the plant. (Previously, during the 2-year contract term employer paid full cost of first pair, two replacement lenses and one set of replacement frames.)

Tridon Limited at Burlington - Employees' Association (Ind.): A 24-month renewal agreement effective from January 1, 1979 to December 31, 1980, covering 420 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	Jan. 1/79	Jan. 1/80
	COLA Fold-in	2%	
	Average Increases	8.5%	7%, uncompounded
	Additional Adjustment	5¢ for Material Scheduler, Auto Clamp Machine Operator, Non-Incentive Operator and Incentive Operator	
	Non-Incentive Operator	\$5.42 (\$4.85)	\$5.80

Jan. 1/79

Jan. 1/80

Toolmaker A

\$8.99

\$9.57

(\$8.12)

Cost of Living Allowance: Effective in the second contract year, 5¢ per hour for each full .5% rise in the Consumer Price Index - 1971=100 - above 7% annually. To be adjusted quarterly. Uncapped. (Previously, 1% for each 1% increase in the CPI - 1961=100 - above 7% annually. Adjusted quarterly. Uncapped.)

Shift Premium: Effective January 1, 1979, 0-19¢-24¢ (0-18¢-23¢). Effective January 1, 1980, 0-20¢-25¢.

Effective January 1, 1979, shift premium is paid on all hours worked after 2 (4) hours of overtime.

Paid Holidays: Effective in 1980, Heritage Day is added, for a total of 11 full and 2 half days.

Pay for Work on Holidays: Effective in the first contract year, double time (time and one-half).

Paid Vacation: Effective in the first contract year, 4 weeks after 12 (15) years' service and 5 weeks after 22 (25) years.

Effective in the second contract year, 4 weeks after 11 years' service and 5 weeks after 21 years.

Health and Welfare: Weekly Indemnity - Effective January 1, 1979, maximum benefit is \$175 (\$160) per week.

Dental Plan - Effective January 1, 1979, employer pays 75% (60%) of cost of premiums. Payments are based on the 1976 (1974) Ontario Dental Association fee schedule.

Effective January 1, 1980, Rider #1 is added. (Previously, Blue Cross #7 - type plan, only.)

Prescription Safety Glasses: Effective January 1, 1979, employer pays 100% of cost of 1 pair every 2 years (previously, 50% of cost of 1 pair every year).

Dominion Chain Company, Division of Welland Forge Limited at Stratford - Local 1927, Machinists (AFL-CIO/CLC): A 36-month renewal agreement effective from December 1, 1978 to November 30, 1981, covering 475 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:

Effective

Dec. 1/78

Dec. 1/79

Dec. 1/80

General
Increases

35¢

25¢

20¢

Skilled Trades
Adjustment

60¢ for Mechanical
Maintenance and
Welder; 50¢ for
Machinist and
Electrician; 20¢
for Set-Up and
Lead Hand

	<u>Dec. 1/78</u>	<u>Dec. 1/79</u>	<u>Dec. 1/80</u>
Cable Assembly-Light	\$5.94-\$6.17 (\$5.59-\$5.82)	\$6.19-\$6.42	\$6.39-\$6.62
Cable Assembly-Heavy	\$6.30-\$6.53 (\$5.95-\$6.18)	\$6.55-\$6.78	\$6.75-\$6.98
Electronic Technician	\$7.91-\$8.22 (\$7.06-\$7.37)	\$8.16-\$8.47	\$8.36-\$8.67

Probationary period is 60 worked days during six consecutive months. Maximum rates for Cable Assembly-Light and Heavy are reached after four 3-month increases. Maximum rate for Electronic Technician is reached after 3 (6) months.

Cost of Living Allowance: Effective the first pay period following December 18, 1978, 1¢ for each 0.35 point rise in the Consumer Price Index - 1971=100, using August 1978 as the base month. To be adjusted quarterly. (Previous COLA provision was suspended.)

Shift Premium: Effective December 1, 1979, 0-22¢-27¢ (0-20¢-25¢).

Paid Holidays: 1 floating day is added in 1979-1980, for a total of 12 days.

Vacation Entitlement: 1 additional week for eligible employees whose anniversary date falls after June 30 of the vacation year (new). To be taken between the entitled date and March 31 of the following year.

Paid Vacation: 5 weeks after 20 years' service (new).

Vacation Pay: 10% after 20 years' service (new).

Bereavement Leave: 1 day's paid leave to attend the funeral of grandparents and grandchildren.

Health and Welfare: Life Insurance - Effective January 1, 1979, \$11,000 (\$10,000) coverage. Effective December 1, 1979, \$11,500 and, effective December 1, 1980, \$12,000.

Extended Health Care Plan - Effective January 1, 1979, \$60 (\$40) every 24 months for prescription glasses. Effective December 1, 1979, \$70 and, effective December 1, 1980, \$80. \$10/\$20 deductible.

Dental Plan (new) - Effective December 1, 1980, employer pays 100% of cost of premiums as at December 1, 1978 for a plan equivalent to Blue Cross Plan #9. \$10/\$20 deductible. Payments are based on the 1978 Ontario Dental Association schedule of fees.

Pension Plan: Basic Benefit - Effective January 1, 1979, \$7 (\$6) per month per year of service. Effective December 1, 1979, \$7.50 and, effective December 1, 1980, \$8.00.

Metric Tool Allowance: Effective December 18, 1978, employer pays for present employees - \$150 for Machinists, \$100 for Mechanical Maintenance and \$50 for Electricians.

ELECTRICAL PRODUCTS

George W. Endress Company Limited at Brantford - Local 1734, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from October 1, 1978 to September 30, 1980, covering 275 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Oct. 1/78</u>	<u>Oct. 1/79</u>
	Increases	9% on the average	6% on the average
	Assembler 10	\$3.56-\$3.71 (\$3.23-\$3.38)	\$3.82-\$3.97
	Machine Setup/ Operator 5	\$3.82-\$4.35 (\$3.49-\$4.02)	\$4.08-\$4.61

Probationary period is 60 worked days. Maximum rates are reached after two 3-month increases.

Paid Vacation: 4 weeks at 9% after 15 years (new).

I-T-E Industries Limited at Mississauga - Local 1590, Electrical Workers (IBEW) (AFL-CIO/CLC): A 24-month renewal agreement effective from December 1, 1978 to November 30, 1980, covering 230 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>Dec. 1/78</u>	<u>Dec. 1/79</u>
	General Increases	40¢	35¢
	COLA Fold-in	30¢	
	Group 1.2 (includes Assembler)	\$5.17-\$5.67 (\$4.47-\$4.97)	\$5.52-\$6.02
	Group 10 (Tool and Die Maker)	\$6.86-\$7.64 (\$6.16-\$6.94)	\$7.21-\$7.99

Probationary period is 360 working hours. Maximum rates are reached after 9 months for Assembler, and after 12 months for Tool and Die Maker.

Cost of Living Allowance: Effective in November 1979, 1¢ per 0.4 point increase in the Consumer Price Index - 1971=100. To be adjusted quarterly. Capped at 15¢. Effective October 6, 1980 if the cap is not reached, any unpaid balance will automatically be paid on hours worked. (Clause was inoperative during the previous contract.)

Health and Welfare: Life Insurance - Effective January 1, 1979, \$10,000 (\$8,000). Effective December 1, 1979, employer pays 70% (60%) of premium costs.

Life Insurance for Retirees - Effective January 1, 1979, employer pays 100% of premium costs for new plan providing \$500 coverage.

Weekly Indemnity - Effective January 1, 1979, benefits increase to \$120 (\$100) per week, payable, as previously, on a 1-8-26 basis. Effective December 1, 1979, employer pays 70% (60%) of premium costs.

Meal Allowance: \$4 (\$3).

Safety Shoe Allowance: Effective December 10, 1978, \$20 (\$15) annually.

Westinghouse Canada Limited at Hamilton - Local 555, Electrical Workers (UE) (CLC)
(office and clerical employees): A 21½-month renewal agreement effective from December 3, 1978 to September 21, 1980, covering 330 employees, settled at the conciliation officer stage. Duration of negotiations - 3½ months.

Wages: Lump sum payment of \$150 for all employees who have worked continuously from September 22, 1978 to date of ratification. Prorated, where necessary, for days worked.

Effective	<u>Dec. 4/78</u>	<u>Sept. 22/79</u>	<u>Mar. 22/80</u>
Increases	6%, with a minimum of \$13 per 40-hour week (prorated for a 37.5-hour week)	6%	1%

Weekly Rates

Level 301 (includes File Clerk)	\$175.88-\$184.44 (\$163.69-\$172.25)	\$186.45-\$195.52	\$188.32-\$197.48
Level 417 (includes Senior Production Controller)	\$313.59-\$349.77 (\$295.84-\$329.97)	\$332.41-\$370.76	\$335.73-\$374.47

Probationary period is 120 continuous working days. Maximum rates for File Clerk are reached after two 6-month and one 12-month increases. Maximum rates for Senior Production Controller are reached after two 6-month and one 12-month increases, followed by a merit band.

Cost of Living Float: 13-cent allowance continues to float. Paid for all hours worked, including overtime. (Previously, float was not paid on overtime hours worked.)

Paid Holidays: Heritage Day or the 3rd Monday in February is granted, for a total of 9 full and 2 half days. (Previously, Heritage Day was granted only if proclaimed a holiday by the Government of Canada.)

Renewal for each of 1979 and 1980 of the two floating days granted in 1978.

Paid Vacation: Effective in 1978, 4 weeks after 14 (15) years' service. Effective in 1979, 4 weeks after 13 years.

Bereavement Leave: 1 day's paid leave (new) in the event of the death of a grand-parent or grandchild.

Health and Welfare: OHIP - Effective April 1, 1979, employer pays 85% (77%) of premium costs.

Dental Plan (new) - Effective November 1, 1978, employer pays 100% of cost of premiums for comprehensive dental plan with no deductible. Maximum benefit is \$500 per individual per year. Payments are based on the 1977 Ontario Dental Association fee schedule.

Smith & Stone Limited at Georgetown - Local 1421, Auto Workers (CLC): A 36-month renewal agreement effective from November 14, 1978 to November 13, 1981, covering 250 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2½ months.

Wages: Lump sum payment of \$60.

Effective	<u>Nov. 14/78</u>	<u>Nov. 11/79</u>	<u>Nov. 16/80</u>
COLA	Incentive - 20¢;	Incentive - 10¢	Incentive - 10¢
Fold-ins	Non-Incentive - 40¢		
Increases			
Incentive	10¢	Light - 6¢; Heavy - 5¢	Light - 6¢; Heavy - 5¢
Day Work (except Set-Up)	36¢	25¢	16¢
Set-Up	51¢	17¢	17¢
Skilled Trades	65¢	22¢	22¢
Inequity Adjustment	6¢ for Set-Up Assembly and Set-Up and Operate Preforms; 29¢ for Set-Up Service Finishing (Plastics)		
Injection Press Operator	\$4.49 (\$3.73)	\$4.74	\$4.90
Tool and Die Maker	\$7.07 (\$6.02)	\$7.29	\$7.51

General Labour Rate: 120% of applicable incentive base rate and COLA payment. (Previously, a flat hourly rate.)

Minimum Classification Rate: A new hire in a day work classification receives 25¢ (10¢) per hour less than the classification job rate.

An employee transferred to another classification receives 15¢ per hour less than the classification job rate (new).

Cost of Living Allowance: Effective with the first pay period beginning on or after February 14, 1979, 1¢ per hour worked per 0.40 point change in the Consumer Price Index - 1971=100. To be adjusted quarterly. Capped at 15¢ in the first contract year, 20¢ in the second contract

year and 25¢ in the third contract year, not including the applicable COLA float. The maximum COLA payable at the end of the agreement will not exceed 60¢, not including the applicable COLA float. (Previously, 1¢ per hour worked per 0.45 point change in the Consumer Price Index - 1961=100. Adjusted quarterly. Capped at 10¢ in the first contract year and 15¢ in each of the second and third contract years, not including the applicable COLA float.)

Charge Hand Premium: 20¢ (15¢) per hour.

Saturday and Sunday Premium: 50¢ (25¢) per hour.

Shift Premium: 0-16¢-21¢ (0-14¢-17¢).

Temporary Section Leader Premium: 30¢ (25¢) per hour.

Supplemental Workers: Employees assigned as supplemental workers receive 20¢ per hour less than the Journeyman rate of their classification (new). Not applicable to employees assigned as supplemental workers prior to December 5, 1978.

Paid Holidays: December 24, 1980 is recognized as a one-time holiday, over and above the 11 holidays per contract year otherwise provided.

Health and Welfare: Life Insurance - Effective with deaths occurring on or after December 5, 1978, \$6,000 (\$5,000) coverage prior to age 65 and \$1,500 (\$1,250) coverage after age 65.

A.D. & D. - Effective with deaths occurring on or after December 5, 1978, \$3,000 (\$2,500) coverage.

Sickness and Accident Insurance - Effective with disabilities initially occurring on or after November 14, 1978, \$90 (\$80) per week. Effective with disabilities initially occurring on or after November 14, 1980, \$100 per week.

For pregnancy cases, no sickness and accident insurance benefits will be paid unless the employee is ineligible for UIC maternity benefits, in which case benefit payment is limited to 6 weeks. (Previously, no eligibility restriction on benefit payment.)

No sickness and accident insurance benefits will be payable for any day for which an employee is deemed eligible for holiday pay if a holiday occurs during the first month of sick leave (new).

Pension Plan: "Accrued Current Service Pension" Benefit - Effective December 1, 1978, \$6.50 (\$6) per month per year of service subsequent to May 31, 1970.

Current Retirees - Effective December 1, 1978, an additional \$1 per month per year of credited service at retirement is granted, but excluding credited service prior to June 1, 1970. Subject to actuarial adjustment. Not applicable to deferred vested retirees and their survivors.

Effective December 1, 1978, employees who were not members of the Plan on May 31, 1970 and who have completed more than 2 years of continuous service since that date receive credited service for the period of employment commencing from the first day of the month following 2 years of continuous employment with the Company (new).

NON-METALLIC MINERAL PRODUCTS

Certified Automotive Products (Central) Limited at Toronto - Local 14831, Steel-workers (AFL-CIO/CLC): A 38-month renewal agreement effective from November 12, 1978 to January 12, 1982, covering 475 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Nov. 12/78</u>	<u>Nov. 12/79</u>	<u>Nov. 12/80</u>
	General	10%	10%	10%
	Increases			
	Additional Adjustment	Some classifica- tion adjustments.		
	General Labour	\$5.200 (\$4.725)	\$5.72	\$6.29
	Tool and Die Maker	\$7.125-\$7.840 (\$6.475-\$7.125)	\$7.840-\$8.625	\$8.625-\$9.490

Previous rates reflect a rollback by the Anti-Inflation Board.

Probationary period is 40 working days. Maximum rate for Tool and Die Maker is reached on merit.

Cost of Living Allowance: Effective in the third year, 1¢ for each 0.3% rise in the Consumer Price Index - 1971=100. Triggered at 7%. To be adjusted quarterly and folded into wage rates. (Previously, 1¢ per 1% increase in the CPI - 1971=100. Capped at 5¢ over the contract term.)

Paid Education Leave (new): Employees in the bargaining unit receive up to 60 days' paid leave for Union education.

Health and Welfare: Long Term Disability (new) - Benefit equals pension entitlement.

Dental Plan - Coverage is based on the 1978 (1976) Ontario Dental Association schedule of fees.

Pension Plan (new): Basic Benefit - Effective January 1, 1979, \$10 per month per year of service.

Prescription Safety Glass Allowance: Employer pays \$12 (\$8) per prescription.

Safety Shoe Allowance: Effective November 12, 1978, employer pays \$40 (\$37) per year toward the cost of safety shoes. Effective November 12, 1979, \$43 and, effective November 12, 1980, \$46.

CHEMICAL AND CHEMICAL PRODUCTS

Uniroyal Chemical, Division of Uniroyal Limited at Elmira - Local 13691, Steel-workers (AFL-CIO/CLC) (hourly-rated employees): A 29-month renewal agreement effective from December 14, 1978 to May 12, 1981, covering 200 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 9½ months.

Wages: The general wage increases and special rate adjustments are retroactive, at straight time rates, for all regularly scheduled hours worked between May 13, 1978 and July 27, 1978, both dates inclusive. Employees on the payroll as of July 27, 1978, who have not terminated employment since that date and who return to work when first recalled following strike termination, are eligible for retroactive pay.

Effective	<u>Dec. 14/78</u>	<u>May 13/79</u>	<u>May 13/80</u>
General Increases	60¢	5.6%	3.8%
Special Rate Adjustments	5¢-15¢ for various classifications	15¢ for various classifications	10¢ for various skilled trades classifications
Process Helper	\$5.84 (\$5.24)	\$6.17	\$6.40
Electrician 1st Class	\$7.25 (\$6.50)	\$7.81	\$8.21

Cost of Living Allowance (new): Effective in the second contract year, 1¢ for each full 0.4 point rise in the Consumer Price Index - 1971=100. Base for calculation in the second contract year is the average CPI for the months of March, April and May 1979 plus 3% and, in the third contract year, the average CPI for the months of March, April and May 1980. To be adjusted quarterly.

Each adjustment will replace the previous adjustment, if any, in its entirety, except that the May 1980 and February 1981 adjustments will be folded into the hourly wage rates.

Shift Premium: 0-20¢-25¢ (0-18¢-23¢). Effective May 13, 1979, 0-25¢-30¢.

Holiday Pay: Holiday pay is granted to an employee absent on one of the two shifts qualifying him for holiday pay due to the death of his grandchild or the grandparent of his spouse (new).

Paid Vacation: Effective May 13, 1980, 4 weeks after 13 (15) years' service.

Vacation Pay: Minimum vacation pay is \$150 (\$100) per week of vacation pay.

Bereavement Leave: Grandparents of an employee's spouse are included in 1 day's paid leave (new).

Health and Welfare: Life Insurance and A.D. & D. - Effective January 1, 1979, \$10,000 (\$9,000) coverage. Effective June 1, 1979, \$11,000 coverage.

Life Insurance for Retirees - Effective January 1, 1979, \$4,000 (\$3,500) coverage.

Weekly Indemnity - Benefits are payable for up to a maximum of 52 (36) weeks during any one period of disability.

Supplementary Health Plan - Annual benefit maximum per individual of \$5,000, less the amount paid on behalf of the individual during the preceding 3 calendar years, or \$1,000, whichever is greater, is deleted.

Maximum benefit for eyeglasses increases to \$60 (\$40) per individual per period of 24 consecutive months.

Dental Plan (new) - Effective January 1, 1979, employer pays 100% of premium costs for a basic dental plan. No co-insurance. Effective June 1, 1979, Riders 1 and 2 are added, with no co-insurance and 50%/50% co-insurance, respectively. Payments are based on the 1977 Ontario Dental Association fee schedule.

Pension Plan: Normal Retirement at Age 65 - 10-year service requirement is waived.

Supplementary Pension - Age 62 Retirement and Disability Retirement - \$5 (\$4.25) per month per year of service. Effective May 13, 1979, \$5.25. Effective May 13, 1980, \$5.75.

Basic Benefit Rate - Improves, as follows:

<u>Last Day Worked By Applicant</u>	<u>Benefit Class Code (Scaled to Job Rates)</u>	<u>Basic Benefit Rate</u>
On or after	1	\$5.75 (\$4.75)
December 14, 1978	2	\$6.25 (\$5.25)
	3	\$6.75 (\$5.75)
On or after May 13, 1979	1	\$6.25
	2	\$6.75
	3	\$7.25
On or after May 13, 1980	1	\$7.00
	2	\$7.50
	3	\$8.00

MISCELLANEOUS MANUFACTURING

Sheller-Globe of Canada, Ltd. (Canadian Steering Wheel Division) at Brampton - Local 1285, Auto Workers (CLC): A 24-month renewal agreement effective from November 7, 1978 to November 6, 1980, covering 222 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Dec. 8/78</u>	<u>Nov. 7/79</u>
	General Increases*	6%	4%
	COLA Fold-in	60¢	
	Skilled Trades Adjustment	5¢-15¢	

	<u>Dec. 8/78</u>	<u>Nov. 7/79</u>
Finish Operator- Assembly & Inspection	\$6.59 (\$5.66)	\$6.85
Tool & Die Maker	\$9.08 (\$7.86)	\$9.44

Previous rates reflect Cola fold-ins generated under the 1976-1978 agreement.

Cost of Living Allowance:	1¢ for each 0.3 (0.4) point change in the Consumer Price Index - 1971=100. To be adjusted quarterly.
Shift Premium:	Effective December 5, 1978, 0-18¢-20¢ (0-16¢-18¢).
Paid Holidays:	1 floating day is added, for a total of 14 days.
Paid Vacation:	3 weeks after 5 (6) years' service.
Bereavement Leave:	Sister-in-law and brother-in-law are added for 1 day's paid leave.
Education Leave (new):	Employer contributes 1¢ per hour worked for Union education leave.
Health and Welfare:	<u>Life Insurance and A.D. & D.</u> - \$9,000 (\$8,500) coverage. <u>Weekly Indemnity</u> - Payable on a 1-4-39 (1-4-26) basis. <u>Dental Plan</u> - Effective in the second year, coverage includes orthodontic care. Payments are based on the 1978 (1976) Ontario Dental Association schedule of fees.
Pension Plan:	<u>Basic Benefit</u> - \$7 (\$6.50) per month per year of service. Effective November 1, 1979, \$7.50 per month per year of service.
Safety Shoe Allowance:	Employer contributes \$15 (\$10) toward the cost of 1 pair per year.

FORESTRY

Abitibi Paper Company Ltd. (Lakehead Woodlands Division, Iroquois Falls Woods Division and White River Woods Division) - Locals 2693 and 2995, Carpenters (AFL-CIO/CLC): Three 24-month renewal agreements effective from September 1, 1978 to August 31, 1980, covering a total of 1,450 employees, settled with mediation assistance. Duration of negotiations - 7 months.

Wages:	Effective	<u>Sept. 1/78</u>	<u>Sept. 1/79</u>
Increases			
Hourly-rated Employees		52¢	49¢
Pieceworkers*		5%	4%
General Labourer		\$8.15 (\$7.63)	\$8.64
Qualified Carpenter		\$9.99 (\$9.47)	\$10.48

*A 73-cent per hour allowance, generated in part during the 1974-1976 agreement and in part during the 1976-1978 agreement, will continue to be paid as a supplement to all pieceworkers. A comparable amount was incorporated into hourly rates in the previous agreement.

Wage Protection Deleted.
Factor Clause:

Shift Premium: Effective September 1, 1978, 0-26¢-29¢ (0-24¢-27¢). Effective September 1, 1979, 0-27¢-30¢.

Work Location Premium: Effective September 1, 1978, 35¢ (30¢) per hour for tradesmen and helpers assigned to work in a bush garage, away from a main camp or central garage, or in the yard of a main camp or central garage.

Call-out Pay: A minimum of 4 hours' pay at time and one-half (straight time) for any call-outs on a sixth day or on a Sunday.

Overtime Pay: Double time applies after 8 hours of work on a sixth day or on a Sunday. (Previously, on a Sunday only.)

Paid Vacation: 4 weeks after 2,400 (2,800) days of work and 5 weeks after 4,400 (5,000) days of work.

Bereavement Leave: Son-in-law and daughter-in-law are added to the definition of "immediate family" for 3 days' paid leave. The 3 days need no longer be consecutive.

Health and Welfare: OHIP, Semi-Private Hospitalization and Drug Plan - Employer contributes \$21.09 (\$17.84) per month for a single employee and \$42.63 (\$36.13) per month for a married employee.

The Company will maintain its contributions for up to 12 (6) months for employees on Workmen's Compensation or Short Term Disability.

Life Insurance - \$20,000 (\$15,000) coverage.

Weekly Indemnity - Effective January 1, 1979, 70% of weekly earnings, to a maximum of \$190 (\$170). Effective September 1, 1979, maximum is \$210 per week.

Added as a new provision, the weekly maximum will not be less than corresponding UIC benefits.

Long Term Disability (new) - Effective January 1, 1979, monthly benefits equal 50% of monthly earnings, to a maximum of \$800, less any applicable statutory offsets. The benefit period is equal to the length of service prior to the disability. Employer pays 100% of the cost.

The new LTD plan supplants the Total and Permanent Disability Benefit under the Life Insurance Plan.

Dental Plan - Effective January 1, 1979, payments are based on the 1978 (1976) Ontario Dental Association fee schedule.

Commuter Allowance: Effective September 1, 1978, \$4.85 (\$4.58) per day. Effective September 1, 1979, \$5.09.

Inter-camp Travel Allowance: Effective September 1, 1978, 22¢ (18¢) per mile for employees using their own vehicles.

Travel Allowance: Effective date of ratification, \$1.50 to \$10.40 (\$1.80 to \$7.50) per week according to camp location. The allowance for weekend travel to place of residence applies only to Iroquois Falls and Lakehead Woodlands.

Fire and Theft Insurance: \$1,500 (\$1,000) maximum coverage, employer paid, against loss by fire of employee's personal belongings and loss by fire or theft of employee-owned power saws.

Power Saw Rental: Effective September 1, 1978, a day worker is paid \$6.85 (\$6.45) or \$7.85 (\$7.45) per day, depending on type of operation. Effective September 1, 1979, \$7.25 or \$8.25 per day, respectively.

Protective Clothing Subsidy: Employer will sell to employees safety pants and safety boots at \$5.50 (\$4.00) below invoice price to the Company. Safety gloves will be sold at \$3.50 (\$3.00) below invoice price.

Kimberly-Clark of Canada Limited (Pulp and Forest Products Division) at Longlac - Local 2693, Carpenters (AFL-CIO/CLC) (woods employees): A 24-month renewal agreement effective from September 1, 1978 to August 31, 1980, covering 700 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 7 months.

The following provisions are identical to those in the Abitibi Carpenters agreement reported above:

Wage increases
Wage rates
Continuation of 73-cent pieceworkers' allowance
Shift premiums
Overtime pay
Call-out pay
Paid vacation
Bereavement leave
Health and welfare (except as noted below)
Work location premium
Inter-camp travel allowance
Power saw rental
Fire and theft insurance
Protective clothing subsidy

Health and Welfare: Long Term Disability - Similar to Abitibi, except that the Total and Permanent Disability provision under the Life Insurance Plan will be retained.

Reed Ltd., Forestry and Wood Products Group at Dryden - Local 2693, Carpenters (AFL-CIO/CLC) (woods operations): A 24-month renewal agreement effective from October 1, 1978 to September 30, 1980, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Oct. 1/78</u>	<u>Oct. 1/79</u>
	General	52¢ for non-incentive	49¢ for non-incentive
	Increases	workers; 5% for piece-workers	workers; 4% for piece-workers
	<u>Non-Incentive Rates</u>		
	Labourer, General	\$8.15 (\$7.63)	\$8.64
	Operator Crane, with Certificate	\$9.46 (\$8.94)	\$9.95
Cost of Living Float:	73-cent float for pieceworkers continues as a supplement, as in previous contract.		
Wage Protection Factor:	Deleted.		
Shift Premium:	Effective October 1, 1978, 26¢ (24¢) per hour on the second shift of a two-shift operation and on the night shift. 0-26¢-29¢ (0-24¢-27¢) on the three-shift operation. Effective October 1, 1979, 27¢ per hour on the second shift of a two-shift operation and on the night shift. 0-27¢-30¢ on the three-shift operation.		
Vacation Pay:	Effective October 1, 1978, 6% of gross earnings for employees who have worked 1,000 or more, but less than 2,400 (2,800), days. 8% for employees who have worked 2,400 (2,800) or more, but less than 4,400 (5,000), days. 10% for employees who have worked 4,400 (5,000) or more, but less than 5,400, days. 12% for employees who have worked more than 5,400 days.		
Bereavement Leave:	Son-in-law and daughter-in-law are included for up to 3 days' paid leave.		
Health and Welfare:	<u>Life Insurance</u> - Effective October 1, 1978, \$20,000 (\$15,000) coverage. <u>Weekly Indemnity</u> - Effective January 1, 1979, benefit is 70% of weekly earnings, to a maximum of \$190 (\$170) per week. Effective October 1, 1979, maximum weekly benefit is \$210. <u>Long Term Disability Plan (new)</u> - Effective January 1, 1979, employer pays 100% of cost of premiums for a plan providing benefits of 50% of monthly earnings, to a maximum of \$800 per month. <u>Dental Plan</u> - Effective January 1, 1979, payments are based on the 1978 (1976) Ontario Dental Association fee schedule.		
Commuter Allowance:	Effective October 1, 1978, \$4.24 (\$4) per day in lieu of camp board and lodging. Effective October 1, 1979, \$4.45 per day.		
Mileage Allowance:	Effective October 1, 1978, 22¢ (18¢) per mile.		

Fire and Theft Insurance: Maximum of \$1,500 (\$1,000) coverage for personal belongings and employee-owned power saws.

Power Saw Rental: Effective October 1, 1978, \$6.85 (\$6.45) per day when felling and limbing and \$7.85 (\$7.45) per day when bucking at a landing on a skidding operation. Effective October 1, 1979, \$7.25 and \$8.25, respectively.

Walking Distance and Riding Time: Effective October 1, 1978, pay for walking distance and riding time increases by 6%. Effective October 1, 1979, a further increase of 5%.

Spruce Falls Power and Paper Company, Limited at Kapuskasing - Local 2995, Carpenters (AFL-CIO/CLC) (woods employees): A 24-month renewal agreement effective from September 1, 1978 to August 31, 1980, covering 600 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 7 months.

Cable Crane Premium (new): 20¢ per hour.

Other Provisions: All changes listed for the Kimberly-Clark agreement (p. 863), including the LTD provision, apply to this agreement.

TRANSPORTATION

Air Canada, system-wide - Canadian Air Line Employees' Association (CLC) (sales department employees): A 24-month renewal agreement effective from October 1, 1978 to September 30, 1980, covering 2,775 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	Oct. 1/78	Oct. 1/79
	General Increases	8%	8%
	<u>Weekly Rates</u>		
	Passenger Agent and Communications Agent		
	1st step	\$199.76	\$215.74
	0-6 months	(\$184.96)	
	9th step	\$352.25	\$380.43
	48-54 months	(\$326.16)	

Relief Premium: 75¢ (50¢) per hour.

Shift Premium: Effective October 1, 1979, 0-34¢-41¢ (0-32¢-39¢).

Longevity Pay: 4¢ per hour effective with the beginning of the pay period following ten years of service, and an additional 1¢ per hour for each additional year of service. Effective October 1, 1978, maximum is 14¢ (10¢) per hour.

Health and Welfare: Life Insurance - Employer pays full cost of basic coverage, that is, \$40,000 (\$25,000). Premiums for additional coverage, to a maximum of \$50,000, are shared on a 50/50 basis.

Group Insurance-In-Lieu Allowance - Part-time employee's allowance in lieu of group insurance coverage is 8¢ (6¢) per hour for single employees and 14¢ (10¢) per hour for married employees.

Supplementary Health Plan - Employer pays 100% (50%) of cost. Maximum aggregate is \$20,000 (\$10,000).

Dental Plan (new) - Effective April 1, 1979, with the employer paying 100% of cost.

Meal Allowance: \$4.50 (\$3 to \$4). Effective October 1, 1979, \$5.

Uniforms: Effective in 1979, employer pays full cost of winter coat (new).

Uniform Cleaning Allowance: Effective January 1, 1979, \$12 (\$8) per month.

RETAIL TRADE

Canada Safeway Ltd. at Belleville, Sault Ste. Marie, Toronto and other centres - Locals 206 and 486, Retail Clerks (AFL-CIO/CLC) (full and part-time employees): Five 24-month renewal agreements effective from July 7, 1978 to July 5, 1980, covering a total of 1,100 employees, settled with mediation assistance. Duration of negotiations - 8 months.

Wages:	Effective	<u>July 10/78</u>	<u>July 9/79</u>
Increases*			
Full-time Employees		\$25/wk	\$25/wk
Part-time Employees		55¢/hr	50¢/hr

Full-time Weekly Rates (top of scale)

Clerk Cashier-Wrapper 30 (24) months	\$276.55 (\$251.55)	\$301.55
Meat Cutter 30 months	\$318.67 (\$293.67)	\$343.67

Additional Adjustment: Effective January 2, 1979, \$5 per week for Assistant Meat Department Manager.

*Current employees - All employees on staff prior to ratification receive the general increases shown. However, the progression period from the start to the top rate for a number of classifications has been extended, resulting in more and smaller interim steps to maximum.

New employees - Employees hired after ratification will be placed on separate wage progressions reflecting slightly lesser increases.

Cost of Living Provision:	Deleted. No COLA was generated under the previous provision.
Weekly Hours (Full-time):	Effective December 18, 1978, 38 (39) hours.
Weekly Schedule (Part-time) (new):	Employees with 5 or more years of service, who are willing and able, will be scheduled for a minimum of 20 hours per week, provided there is sufficient work available.
Rest Period (Part-time) (new):	15 minutes with pay during each 4 hours of regular work for employees working a full shift.
Night Shift Premium (Part-time) (new):	50¢ per hour. (Full-time employees currently have this provision.)
Night Lead Hand Premium (Full-time):	40¢ (25¢) per hour.
Reporting Pay (Part-time):	Minimum of 3 hours' pay for non-students and a minimum of 2 hours' pay for students. (The existing provision guarantees a minimum of 4 hours of work or pay provided there are 4 hours left from the time of reporting to work to the time of store closure.)
Paid Vacation (Full-time):	Effective in 1979, 5 weeks after 17 (18) years. Effective in 1980, 5 weeks after 16 years.
Bereavement Leave (Part-time) (new):	If scheduled to work, non-student employees will be given the day off with pay to attend the funeral of a member of the immediate family.
Pension Plan:	<p>Effective January 1, 1979, the Retail Clerks Industry Pension Plan will be adopted for all full-time and part-time employees. This non-contributory plan replaces the former contributory plan which required 5 years of seniority prior to participation.</p> <p><u>Employer Contribution</u> - 12¢ per hour for future service. Past service benefits are to be a maximum of \$21 per month per year of service, to a maximum of 20 years. The resulting cost liability will be funded over a 15-year period, with the first year contribution rate estimated at 7¢.</p>

Steinberg Inc. (Miracle Food Mart Division) at Toronto - Local 419, Teamsters (Ind.)
(distribution centres employees): A 24-month renewal agreement effective from November 6, 1978 to November 5, 1980, covering 260 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Nov. 6/78</u>	<u>Nov. 6/79</u>
Job Rate		75¢ for full-time empls.;	70¢ for full-time empls.
Increases		68¢ for current part-time and temporary empls. and students*	

	<u>Nov. 6/78</u>	<u>Nov. 6/79</u>
General Ware- houseman/woman	\$7.95-\$8.70 (\$7.45-\$7.95)	\$8.65-\$9.40
Meat Cutter/ Selector	\$8.12-\$8.87 (\$7.62-\$8.12)	\$8.82-\$9.57
Electrician	\$8.59-\$9.34 (\$8.09-\$8.59)	\$9.29-\$10.04

Previous rates reflect a rollback by the Anti-Inflation Board.

Probationary period is 30 worked days. Maximum rates are reached after three (two) 30-working day increases of 25¢ each.

*Part-time and temporary employees and students hired or rehired after November 6, 1978 receive \$6.00 per hour for the first 1,000 hours worked, \$6.90 for the second 1,000 hours, \$7.80 for the third 1,000 hours and \$8.80 for the fourth 1,000 hours.

Banana Man: \$35 (\$25) per day when requested to come in to check bananas on the 6th and 7th days and on statutory holidays.

Freezer Bonus: 40¢ (25¢) per hour.

Shift Premium: 0-35¢-40¢ (0-25¢-30¢).

Paid Holidays: Effective December 25, 1978, employee's birthday is added, for a total of 10 full and 2 half days. Heritage Day will also be granted upon its proclamation as a statutory holiday.

Paid Vacation: Effective May 31, 1979, 5 weeks after 17 (18) years' service and, effective May 31, 1980, 5 weeks after 16 years.

Health and Welfare: Weekly Indemnity - Effective January 2, 1979 for absences of 3 days' duration or less, benefit is 75% (66 2/3%) of 1 day's pay, for up to a maximum of 9 days per year, non-cumulative.

Semi-Private Hospitalization - Effective January 2, 1979, employer pays 100% (75%) of premium costs.

Major Medical Plan - Deductible is \$25 (previously, \$25/\$50).

Effective January 2, 1979, optical coverage is added. Maximum benefit for frames, lenses and prescription glass is \$50 over two consecutive years. Maximum benefit for other designated expenses is \$200 over two consecutive years if visual acuity is less than 20/40 or if there is corneal disease (special cases only).

Supper Allowance: \$3.50 (\$3).

EDUCATION AND RELATED SERVICES

Carleton Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1978 to August 31, 1980, covering 1,210 employees, settled with mediation assistance. Duration of negotiations - 12 months.

Wages:	Effective	Sept. 1/78	Sept. 1/79	Apr. 1/80
	General Increases	7.25%	6.25%	3.0%
	<u>Annual Rates</u>			
	Teacher - Level D 0-6 years	\$11,010-\$14,700 (\$10,295-\$13,720)	\$11,700-\$15,620	\$12,050-\$16,090
	Teacher - Level A1 0-10 years	\$14,740-\$23,890 (\$13,720-\$22,290)	\$15,660-\$25,385	\$16,130-\$26,145
	Teacher - Level A4 0-10 (12) years	\$17,185-\$29,385 (\$16,005-\$27,460)	\$18,260-\$31,200	\$18,810-\$32,155
	Principal 0-5 years			
	Schools with less than 400 pupils	\$28,630-\$34,055 (\$26,506-\$32,800)	\$30,420-\$36,610	\$31,335-\$37,710
	Schools with 400 pupils or more	\$29,630-\$35,630 (\$27,649-\$33,900)	\$31,480-\$37,855	\$32,425-\$38,990

Additional
Allowances

Vice-Principal
0-5 years

Schools with less than 400 pupils	\$2,600-\$3,100 (\$2,200-\$2,700)	\$2,700-\$3,200
Schools with 400 pupils or more	\$2,800-\$3,300 (\$2,400-\$2,900)	\$2,900-\$3,400

Master's Degree or
Doctorate \$600 (\$500) per
annum

Educational
Consultant* \$1,400

Speech Correctionist* \$1,200

*Previously had own salary grid. Now placed in respective teacher category and granted an additional allowance.

Health and Welfare: Life Insurance, OHIP, Long Term Disability and Major Medical -
Effective September 1, 1979, employer pays 80% (75%) of premium costs.

Lakehead District Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association (Ind.): A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 350 employees, settled with mediation assistance. Duration of negotiations - 12 months.

Wages:	Effective	<u>Sept. 1/78</u>
	General Increase	10%
	Teacher - Level D 0-5 years	\$10,640-\$14,440 (\$ 9,675-\$13,125)
	Teacher - Level A4 0-11 years	\$16,140-\$27,470 (\$14,675-\$24,975)

Previous rates reflect a rollback by the Anti-Inflation Board.

Lincoln County Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 417 employees, settled with mediation assistance. Duration of negotiations - 12 months.

Wages:	Effective	<u>Sept. 1/78</u>	<u>Jan. 1/79</u>
	General Increases	4%	4%, non-compounded
	Teacher - Level D 0-6 years	\$10,166-\$14,517 (\$ 9,775-\$13,959)	\$10,557-\$15,076
	Teacher - Level A4 0-13 years	\$15,881-\$27,323 (\$15,270-\$26,272)	\$16,492-\$28,374

Health and Welfare: Long Term Disability Plan - Employer pays 80% (75%) of cost of premiums.

Dental Plan - Employer pays 80% (60%) of cost of premiums.

Ottawa Roman Catholic Separate School Board - Local 272, Hotel Employees (AFL-CIO/CLC) (maintenance, services and plant operations employees): A 12-month renewal agreement effective from May 16, 1978 to May 15, 1979, covering 200 employees, settled at the conciliation officer stage. Duration of negotiations - 6½ months.

Wages: Lump sum payment of \$200 for skilled trades employees.

Effective May 16/78

General Increase 5%

Maintenance

Category 1 (Labourer) \$10,950
(\$10,429)

Category 7 (includes
Electrician) \$15,717
(\$14,969)

Caretaking Staff

Caretaker 1 \$10,232-\$11,595
(\$ 9,745-\$11,043)

Responsibility Allowance: \$540 (\$520) per annum to any employee regularly in charge of 3 or more employees.

Sault Ste. Marie District Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1978 to August 31, 1980, covering 350 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 6½ months.

Wages:	Effective	Sept. 1/78	Sept. 1/79
	Average Increases	7.36%	6.2%
	Teacher Cat. 1 0-5 years	\$10,525-\$13,545 (\$ 9,896-\$12,521)	\$11,000-\$14,440
	Teacher Cat. 7 0-11 years	\$16,295-\$27,405 (\$15,353-\$25,352)	\$17,045-\$29,211

Cost of Living Allowance: Effective in the second contract year, 1/10th of 1% of gross annual salary for each 1/10th of a 1% rise in the Consumer Price Index - 1971=100 - above 9%, where the base Index month is July 1979. Capped at 2% of gross annual salary and payable as a lump sum on September 8, 1980. (Previous provision was inoperative due to a ruling by the Anti-Inflation Board.)

Health and Welfare: OHIP - Board pays 100% of premium costs as of May 1, 1978 (previously, 100% of pre-May 1, 1978 premium costs).

Responsibility	<u>Sept. 1/78</u>	<u>Sept. 1/79</u>
Allowances:		
Principals -	\$3,187 (\$2,970) plus \$107 (\$100) per classroom	\$3,381 plus \$114 per classroom
Vice Principals -	\$1,706 (\$1,590) plus \$54 (\$50) per class- room	\$1,810 plus \$57 per class- room
Guidance Consultants, Primary Consultants, Testers and Art, Music, Physical Education and Religious Education Teacher Consultants	\$1,363 (\$1,270)	\$1,446

	<u>Sept. 1/78</u>	<u>Sept. 1/79</u>
Guidance Consultants, Primary Consultants, Testers and Art, Music, Physical Education and Religious Education Teacher Consultants with a Specialist or Supervisor Certificate	\$1,593 (\$1,485)	\$1,690
Audio-Visual Co-ordinators	\$3,187 (\$2,970)	\$3,381
Principals' Relief Teachers, Kindergarten and Regular Classroom Teachers Performing Their Regular Duties in Two Schools or More	\$687 (\$640)	\$729
Speech Correction, Remedial and Oppor- tunity Class Teachers, Teachers of the Class for Children with Learning Disabilities and the Class for Hard of Hearing, Teacher- Librarians, Conversa- tional French Teachers and Outdoor Education Teachers	\$912 (\$850)	\$968
Speech Correction, Remedial and Oppor- tunity Class Teachers and Teachers of the Class for Children with Hearing Dis- abilities and the Class for the Hard of Hearing, with a Specialist or Super- visor Certificate	\$1,137 (\$1,060)	\$1,206
Subject Co-ordinators	\$456 (\$425)	\$484

Sudbury District Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1978 to August 31, 1979, covering 1,035 employees, settled with mediation assistance. Duration of negotiations - 8 months.

Wages:	Effective	<u>Sept. 1/78</u>
	Average Increase	5.15%

<u>Annual Rates</u>	<u>Sept. 1/78</u>
Teacher Category D 0-6 years	\$10,218-\$15,279 (\$ 9,460-\$14,380)
Teacher Category A1 0-10 years	\$13,169-\$22,169 (\$12,330-\$21,080)
Teacher Category A4 0-11 years	\$15,225-\$27,329 (\$14,330-\$26,100)

McMaster University (Operations and Maintenance Unit and Machinists Unit) at Hamilton - Local 532, Service Employees International Union (AFL-CIO/CLC): Two 24-month renewal agreements effective from October 1, 1978 to September 30, 1980, covering 255 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

<u>Wages:</u>	<u>Effective</u>	<u>Oct. 1/78</u>	<u>June 23/79</u>	<u>Mar. 1/80</u>
General Increases		30¢	24¢	22¢
Skilled Trades Adjustment			15¢	
<u>Operations and Maintenance Unit</u>				
Group 1C (Custodian 1)		\$5.15 (\$4.85)	\$5.39	\$5.61
Group 4A (includes Electrician A)		\$7.70 (\$7.40)	\$8.09	\$8.31
<u>Machinists Unit</u>				
Labourer		\$5.97 (\$5.67)	\$6.21	\$6.43
Machinist A & Welder		\$7.70 (\$7.40)	\$8.09	\$8.31

Shift Premium: Effective October 1, 1978, 0-15¢-15¢ (0-10¢-10¢). Effective October 1, 1979, 0-20¢-20¢.

Group Leader Premium: 30¢ (25¢) per hour.

Paid Vacation: Effective June 30, 1979, 5 weeks after 23 years (new).

Health and Welfare: OHIP - Effective January 1, 1979, employer pays 90% (80%) of cost of premiums. Effective October 1, 1979, 100%.

Major Medical - Effective January 1, 1979, employer pays 100% (80%) of cost of premiums.

Pension Plan: Effective July 1, 1979, employee contributes 2½% of regular earnings, and employer pays the balance, toward the cost of a new plan. Benefits equal 1% of earnings. (Previously, employer paid 100% of cost of plan with benefits of \$5.25 for Group A and \$5.00 for Group B, per month per year of service.)

York University at Toronto - Faculty Association (Ind.): A 12-month renewal agreement effective from May 1, 1978 to April 30, 1979, covering 1,040 employees, settled at the bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	May 1/78
	General Increase*	2.3%
	<u>Annual Floor Salaries</u>	
	Lecturer	\$14,000 (\$13,260)
	Assistant Professor	\$17,115 (\$16,680)
	Associate Professor	\$21,040 (\$20,510)
	Professor	\$27,610 (\$27,200)
	General Librarian	\$12,740 (\$12,250)
	Senior Librarian	\$23,470 (\$23,120)

*The general increase shown applies to individual base salaries actually held by staff members employed since September 1, 1977. The floor salaries shown above were increased by varying amounts.

Health and Welfare: Dental Plan - Payments are based on the 1979 (1975) Ontario Dental Association fee schedule.

Career Progress Fund: A fund equivalent to 2.97% (1.6%) of the total annual salary will be provided for career progress increments. As a result, effective May 1, 1978 the base salaries of all eligible employees in the Professional Stream will be increased by \$740 where the employee's 1977-78 base salary is \$36,438 or less. If greater, merit increases will be made at the discretion of the employer. Merit increases for employees in the Alternate Stream will be \$606. Merit increases for Professional Librarians will be \$629.

Merit Fund: A fund equivalent to 0.5% (1%) of the total unit base salaries will be provided for merit increases.

HEALTH AND WELFARE SERVICES

Ottawa Civic Hospital and 54 other Ontario hospitals - Various Locals, Canadian Union of Public Employees (CLC) (service, paramedic and office employees): 12-month renewal agreements effective from April 1, 1978 to March 31, 1979, covering 13,500 employees, settled by arbitration. Duration of negotiations - 9 months.

Anti-Inflation Board Rollback/Previous Agreements: The Anti-Inflation Board ruled that the total compensatory increase for the previous settlement be limited to 8% for the guideline year starting April 1, 1976, and to 6% for the guideline year starting April 1, 1977.

As a result, the implementation date of a number of benefit improvements, including standby allowance, vacation entitlements, call-back pay, shift premiums and welfare insurance, was postponed to April 1, 1977. In addition, the \$50 per month increases scheduled for April 1, 1976, January 1, 1977 and April 1, 1977 for the majority of the participating hospitals were replaced by a \$63 per month increase on April 1, 1976 and a \$44 per month increase on April 1, 1977. Rates shown below in brackets reflect these adjustments.

Wages: Effective Apr. 1/78

General Increase 4%
(all hospitals)

Ottawa Civic Hospital

Monthly Rates

Ward Housekeeper \$853.99-\$884.49
(\$821.14-\$850.47)

Carpenter \$1,159.37
(\$1,114.78)

Shift Premium Effective following signing of the agreement, 0-\$1.65-\$1.65
(all hospitals): (0-\$1.55-\$1.55) per shift.

Other Benefits A number of working condition and employee benefit clauses have
(all hospitals): been restated. These clauses represent minimum standards and the majority of hospitals, already holding equal or superior benefits, will not be affected.

Durham Regional Municipality (Homes for the Aged) - Local 132, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from January 1, 1979 to December 31, 1979, covering 400 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages: Effective Jan. 1/79

General Increase 33¢

Housekeeping Aide \$5.30
(\$4.97)

Maintenance Worker II \$6.94
(\$6.61)

Shift Premium: 0-\$1.60-\$1.60 (0-\$1.45-\$1.45) per shift.

Bereavement Leave: 2 (1) consecutive days' paid leave for the death of a grandmother, grandfather, sister-in-law, brother-in-law, son-in-law, daughter-in-law and grandchild.

1 day's paid leave (new) for the death of a parent, where the employee is unable to attend the funeral due to distance.

Health and Welfare: Vision Care Plan - \$60 (\$40) every 24 months for prescription glasses.

Dental Plan (new): Effective February 1, 1979, employer pays 75% of cost of premiums for a plan which pays for 100% of basic coverage plus 75% of endodontic service. Payments are based on the current Ontario Dental Association schedule of fees.

SERVICES TO BUSINESS MANAGEMENT

Tele-Direct Ltd. in Quebec and Ontario - Canadian Telephone Employees (Ind.)
(clerical and associated employees): Two 12-month renewal agreements effective from December 1, 1978 to November 30, 1979. Duration of negotiations - 5 months.

Wages: Effective Dec. 1/78

Weekly Rates

Zone 1, Montreal and Toronto

Clerk, Grades 2-5 \$164.50-\$221.00
(\$145.00-\$195.25)

Layout Artist \$187.75-\$272.75
(\$164.75-\$240.75)

Previous rates reflect a rollback by the Anti-Inflation Board.

Zone Wage Zones A, B1 and B change to Wage Zones 1, 2 and 3, respectively.
Adjustments:

Premium Pay: Differential for Work in Off-Normal Period is as follows:

<u>Hours Worked</u>	<u>Differential</u>
Less than 2	\$.75 (unchanged)
2, but less than 4	\$1.50 (\$1.25)
4, but less than 6	\$2.00 (unchanged)
6 or more	\$2.75 (\$2.25)

Paid Vacation: 4 weeks after 13 (14) years and 5 weeks after 22 (24) years.

PERSONAL SERVICES

Atlific Restaurants Limited at Toronto - Locals 254, 280, and 299, Hotel Employees (AFL-CIO/CLC): A 36-month renewal agreement effective from April 1, 1978 to March 31, 1981, covering 225 employees, settled at the conciliation officer stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Apr. 1/78</u>	<u>Apr. 1/79</u>	<u>Apr. 1/80</u>
General Increases		7%	8%	9%
Waiter/Waitress		\$3.26 (\$3.05)	\$3.52	\$3.84

	<u>Apr. 1/78</u>	<u>Apr. 1/79</u>	<u>Apr. 1/80</u>
Senior Cook	\$6.63 (\$6.20)	\$7.16	\$7.80
Paid Holidays:	Effective April 1, 1979, Remembrance Day is added, for a total of 11.		
Paid Vacation:	3 weeks after 5 (6) years and 4 weeks after 13 (15) years.		
Health and Welfare:	OHIP - Employer contributes \$17.50 (\$16) per month for single coverage and \$35 (\$32) for family coverage. Effective April 1, 1979, employer contributes \$19 and \$38, respectively.		

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Economists, Sociologists and Statisticians Association (Ind.): A 6½-month renewal agreement effective from December 15, 1978 to June 24, 1979, with wages retroactive to June 26, 1978. The agreement covers 2,450 employees and was settled by arbitration. Duration of negotiations - 9 months.

Wages:	Effective	<u>June 26/78</u>
	Increase	
	ES-1	\$ 800
	ES-2	\$1,200
	ES-3	\$1,350
	ES-4	\$1,600
	ES-5	\$1,850
	ES-6 and ES-7	\$1,900
	ES-8	\$2,000
	<u>Annual Rates</u>	
	ES-1	\$12,260-\$19,180 (\$11,460-\$18,380)
	ES-3	\$12,950-\$24,132 (\$11,600-\$22,782)
	ES-5	\$26,331-\$33,895 (\$24,481-\$32,045)
	ES-8	\$36,480-\$43,480 (\$34,480-\$41,480)

Overtime Pay: Time and one-half for each hour worked in excess of 7½ hours daily or 37½ hours weekly. (Previously, only after 37½ hours weekly.)

Paid Vacation: Effective on date of signing, 4 weeks after 12 (13) years and 5 weeks after 26 (27) years.

Severance Pay: If an employee who is declared to be on surplus status leaves his employment, he will be deemed to be laid off for purposes of entitlement to severance pay (new).

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC)
(drafting and illustration group): A 21-month renewal agreement effective from December 11, 1978 to September 14, 1980, with wages retroactive to September 18, 1978. The agreement covers 2,040 employees and was settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 18/78</u>	<u>Sept. 17/79</u>
	General Increases	7%	7%
	<u>Annual Rates</u>		
	DD-1	\$10,298-\$12,461 (\$ 9,624-\$11,646)	\$11,019-\$13,333
	DD-5	\$18,821-\$20,780 (\$17,590-\$19,421)	\$20,138-\$22,235
	DD-9	\$24,111-\$26,686 (\$22,534-\$24,940)	\$25,799-\$28,554
Shift Premium:	0-20¢-28¢ (0-16¢-23¢). Effective September 17, 1979, 0-25¢-33¢.		
Acting Pay:	Qualifying period is 5 consecutive working days for all Levels. (Previously, 5 days for Levels 1 to 4 and 10 days for Levels 5 to 9.)		
Standby Pay:	\$5 (\$3) for each 8-hour period or portion thereof. \$10 (\$7) for all standby on a day of rest or paid holiday.		
Paid Holidays:	11 (unchanged), plus one additional day when proclaimed by Parliament.		
Paid Vacation:	Effective April 1, 1978, 4 weeks after 12 (13) years and 5 weeks after 26 (27) years. Effective September 17, 1979, 4 weeks after 10 years and 5 weeks after 25 years.		
Education Leave (new):	May be granted for periods of up to 1 year, with an allowance of up to 100% of yearly salary. Renewable by mutual agreement.		
Paid Career Development Leave (new):	Granted when attending a course, seminar, convention or study session directly related to the employee's work. Reasonable travel and incidental expenses are also paid by the employer.		

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC)
(programme administration group): A 12½-month renewal agreement effective from December 8, 1978 to December 23, 1979, with wages retroactive to December 26, 1977. The agreement covers 22,445 employees and was settled at the post conciliation bargaining stage. Duration of negotiations - 15 months.

Wages:	Effective	<u>Dec. 26/77</u>	<u>Dec. 25/78</u>
	General Increase	6%	

Dec. 26/77

Dec. 25/78

Average Increase

PM-1	7.1%
PM-2	7.3%
PM-3	7.2%
PM-4	6.4%
PM-5	6.3%
PM-6	5.8%

Annual Rates

PM-1	\$13,886-\$16,924 (\$13,100-\$15,966)	\$14,823-\$18,151
PM-4	\$20,130-\$22,577 (\$18,991-\$21,299)	\$21,338-\$24,045
PM-6	\$28,618-\$32,153 (\$26,998-\$30,333)	\$30,192-\$34,082

Shift Premium:	Effective December 25, 1978, 0-25¢-33¢ (0-20¢-28¢).
Weekend Premium:	Effective December 25, 1978, 30¢ (10¢) per hour for regularly scheduled work on a Saturday or Sunday.
Acting Pay:	Qualifying period for Level 5 is 10 consecutive working days. (Previously, 10 days for Levels 1 to 4 and 20 days for all other Levels.)
Standby Pay:	\$5 (\$3.35) for each 8-hour period or portion thereof. \$10 (\$7.80) for all standby on a day of rest or paid holiday.
Overtime Pay:	Time and one-half for a PM-5 required to work overtime on a scheduled work day. (Previously, applied to PM-1 to 4 only.)
Work on a Paid Holiday:	Time and one-half for the first 7½ hours and double time thereafter, plus regular pay (unchanged); or a day of paid leave plus the applicable overtime rate for all hours worked. Unliquidated lieu days are paid in cash at the end of the fiscal year (new).
Paid Vacation:	Effective April 1, 1978, 4 weeks after 12 (13) years and 5 weeks after 26 (27) years. Effective December 25, 1978, 4 weeks after 10 years and 5 weeks after 25 years.
Education Leave (new):	May be granted for periods of up to 1 year, with an allowance of up to 100% of yearly salary. Renewable by mutual agreement.
Paid Career Development Leave (new):	Granted when attending a course, seminar, convention or study session directly related to the employee's work. Reasonable travel and incidental expenses are also paid by the employer.
Paid Examination Leave (new):	Granted at the employer's discretion for the purpose of writing an examination during the employee's normal working hours.
Meal Allowance:	Effective December 25, 1978, \$3.25 (\$3) after 3 hours' overtime and \$2.50 (\$2.15) after 4 additional hours.
Travel Time:	Stopover time, up to a maximum of 3 hours per day, is counted as travel time.

LOCAL ADMINISTRATION

Hamilton City Corporation - Local 288, Fire Fighters (AFL-CIO/CLC): A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 440 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Jan. 1/78</u>
	General Increase	9%*
	Fire Fighter III Class	\$15,493.93 (\$14,214.62)
	Fire Fighter I Class	\$19,367.41 (\$17,768.27)
	Assistant Deputy Chief	\$26,757.35 (\$24,548.03)

Previous rates reflect a rollback by the Anti-Inflation Board.

*Note: Increase is subject to approval by the AIB.
6% is payable immediately.

CONSTRUCTION

Ontario Precast Concrete Manufacturers Association - Ontario Provincial District Council, Labourers (AFL-CIO/CLC) (erectors and finishers of pre-cast concrete products): A 17½-month renewal agreement effective from November 13, 1978 to April 30, 1980, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Oct. 16/78</u>	<u>May 1/79</u>
	General Increases	75¢	44¢
	General Precast Labourer	\$10.42 (\$ 9.67)	\$10.86
	Precast Erector & Finisher	\$11.22 (\$10.47)	\$11.66
	Welder (certified)	\$11.37 (\$10.62)	\$11.81

Shift Premium: Effective November 13, 1978, \$1.10 (\$1.00) per hour worked.

Swing Stage and Bosun Chair Premium: 50¢ (25¢) per hour.

Paid Holidays: Effective in 1978, Boxing Day is added, for a total of 9 recognized days.

Health and Welfare: Effective November 13, 1978, employer contributes 53¢ (51¢) per hour earned.

Pension Fund: Effective May 1, 1979, employer contributes 50¢ (40¢) per hour worked.

Training Fund (new): Effective November 13, 1978, employer contributes 6¢ per hour worked. Effective May 1, 1979, 8¢.

Meal Allowance: Effective November 13, 1978, \$11.55 (\$10.50) per day.

Mileage Allowance: Effective November 13, 1978, 22¢ (20¢) per mile.

Travel Allowance: Effective November 13, 1978, travel allowance improves as follows:

Zone 1 - to 25 miles "radius"	\$2.75 (\$2.50) each way
Zone 2 - 26 to 40 miles	\$5.00 (\$4.50) each way
Zone 3 - 41 to 70 miles	\$10.00 (\$9.00) each way
Zone 4 - 71 to 100 miles	\$15.00 (\$13.50) each way
Zone 5 - 101 to 130 miles	\$20.00 (\$18.00) each way
Zone 6 - Over 130 miles	\$25.00 (\$22.50) each way
Every 30 miles	An additional \$5.00 each way

Clothing Insurance: Effective November 13, 1978, employer compensates employees on proof of loss of clothing for up to a maximum of \$65 (\$50).

Addendum

June 1978 Settlement

CONSTRUCTION

London and District Road, Sewer and Watermain Contractors - Local 1059, Labourers (AFL-CIO/CLC): A 20-month renewal agreement effective from May 1, 1978 to December 31, 1979, covering 450 employees, settled at the post conciliation bargaining stage and ratified in June, 1978. Duration of negotiations - 5 months.

Wages:	Effective	<u>May 1/78</u>	<u>Aug. 1/78</u>
	General	25¢	20¢
	Increases		
	Basic	\$7.25	\$7.45
	Labour	(\$7.00)	
	Form	\$7.60	\$7.80
	Builder	(\$7.35)	
	Effective	<u>May 1/79</u>	<u>Aug. 1/79</u>
	General	40¢	40¢
	Increases		
	Basic	\$7.85	\$8.25
	Labour		
	Form	\$8.20	\$8.60
	Builder		

Waiting Time An employee is paid for any time he is kept waiting for materials
Pay (new): or because of the breakdown of equipment when he is 60 miles or
more from London.

Health and Effective May 1, 1978, employer contributes 15¢ (10¢) per hour
Welfare: worked.

November 1978 Settlements

FURNITURE AND FIXTURE

Sklar Furniture Limited (Chair Division) at Toronto - Local 51, Upholsterers (AFL-CIO/CLC): A 24-month renewal agreement effective from September 7, 1978 to September 6, 1980, covering 200 employees, settled at the bargaining stage and ratified in November, 1978. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 7/78</u>	<u>Sept. 10/79</u>
	General	30¢	35¢
	Increases		
	General	\$4.20	\$4.55
	Labourer	(\$3.90)	
	Class I		
	Maintenance	\$6.06	\$6.41
	Class II	(\$5.76)	

Probationary 35 days worked (previously, 7 continuous weeks of work).
Period:

Reporting Pay: Minimum of 4 (2) hours' pay at straight time.

Paid Vacation: 2 weeks and 4% vacation pay with less than 4 years' service, 2
weeks and 5% vacation pay after 4 years and 3 weeks and 6%
vacation pay after 8 years. (Previously, 2 weeks and 4%
vacation pay, regardless of service.)

Health and Weekly Indemnity - Effective December 1, 1978, benefit is \$90
Welfare: (\$85) per week.

Dental Plan (new) - Effective January 1, 1979, employer pays 50%
of premium costs for Blue Cross Dental Plan #9 on behalf of
employees with 12 months' service. No deductible or co-insurance.
Payments are based on the 1976 Ontario Dental Association fee
schedule. Effective September 10, 1979, employer pays 100% of
premium costs.

PAPER AND ALLIED

Kruger Pulp and Paper Limited, Packaging Division at Rexdale - Local 1646, Canadian Paperworkers (CLC) (hourly-paid employees): A 24-month renewal agreement effective from September 16, 1978 to September 15, 1980, covering 200 employees, settled at the bargaining stage and ratified in November, 1978. Duration of negotiations - 6 weeks.

Wages:	Effective	<u>Sept. 17/78</u>	<u>Sept. 16/79</u>
	Increases	10.7% or 67¢ on the average	6.3% or 43¢ on the average
	Additional Adjustment	Several classification adjustments.	
	Bundler	\$6.47 (\$5.90)	\$6.85
	Electrician-Electronic (Certified)	\$8.83 (\$8.41)	\$9.27
Shift Premium:	0-17¢-23¢ (0-14¢-20¢). Effective September 16, 1979, 0-18¢-24¢.		
Paid Vacation:	4 weeks after 13 (15) years of service and 5 weeks (new) after 22 years.		
Bereavement Leave (new):	5 days' paid leave to attend the funeral of a spouse or child.		
Health and Welfare:	<u>Group Life Insurance</u> - Effective December 18, 1978, \$12,000 (\$8,000) single coverage and \$25,000 (\$22,000) married coverage.		
Pension Plan:	<u>Basic Benefit</u> - Retroactive to January 1, 1978, \$5 (\$4) per month per year of service.		
Technological Change:	Employees receive their permanent job rate for 6 (3) months, if they have been set back to a lower-paid job due to automation.		

ELECTRICAL PRODUCTS

Electrohome Limited at Cambridge - Local 2345, Electrical Workers (IBEW) (AFL-CIO/CLC) (hourly-rated employees): An 18-month renewal agreement effective from October 1, 1978 to March 31, 1980, covering 450 employees, settled at the conciliation officer stage and ratified in November, 1978. Duration of negotiations - 4 months.

Wages:	Effective	<u>Oct. 1/78</u>	<u>Oct. 6/79</u>
	General Increases	7%	20¢
	Grade 3 (includes General Labourer)	\$4.27-\$4.59 (\$3.99-\$4.29)	\$4.47-\$4.79
	Grade 15 (includes Precision Tool Maker)	\$6.58-\$7.51 (\$6.15-\$7.02)	\$6.78-\$7.71
	Probationary period is 30 worked days for General Labourer and 90 worked days for Precision Tool Maker. Maximum rate for General Labourer is reached after 18 weeks and, for Precision Tool Maker, after 40 weeks.		
Paid Vacation:	Effective in 1979, 5 weeks after 20 (26) years.		
Health and Welfare:	<u>Life Insurance</u> - Effective December 1, 1978, \$10,000 (\$8,500) coverage.		

Pension Plan: Basic Benefit - Effective January 1, 1979, \$6 (\$4) per month per year of service.

HEALTH AND WELFARE SERVICES

Victoria Hospital Corporation at London - Local 468, Office Employees (AFL-CIO/CLC)
(office and clerical employees): A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 370 employees, settled by arbitration in November, 1978. Duration of negotiations - 12 months.

Wages:	Effective	<u>Jan. 1/78</u>
	General Increase	6%
	Level 1 (File Clerk)	\$4.503-\$4.920 (\$4.248-\$4.641)
	Level 7 (Equipment Control Officer)	\$6.312-\$7.275 (\$5.955-\$6.863)

Probationary period is 3 months' continuous full-time employment. Maximum rate for File Clerk is reached after five annual increases and, for Equipment Control Officer, after six annual increases.

Shift Premium: \$1.65 (\$1.50) per shift for employees who work a full shift commencing between 1500 and 0700 hours.

Standby Pay: Effective November 13, 1978, \$1.00 (\$.90) per hour. Paid hours for call-back are deducted from hours for which the employee receives standby pay.

Paid Vacation: 3 weeks after 3 (4) years' service and 4 weeks after 10 (13) years.

Jury and
Witness Pay: Stipulation that the case be related to duties at the Hospital, if the employee is to be eligible for payment, is eliminated.

Transportation Allowance on
Call-back: Effective November 13, 1978, taxi fare or \$2 (\$1) per round trip, if personal automobile is used.

This settlement is subject to approval or amendment by the Anti-Inflation Board.

Erratum

The Company name for the Atomic Energy settlement reported on p. 668 of the September 1978 Settlements Report should read "Atomic Energy of Canada Limited, Research Company (Chalk River Nuclear Laboratories)".

Also note that the \$20/\$40 employer contribution to premium costs for OHIP, the Extended Health Care Plan and the Semi-Private Hospitalization Plan will be effective June 1, 1979, and not on August 1, 1979, as reported.

Anti-Inflation Board Rulings in December 1978

Employer and Union	Reference	Action
Government of Canada (Treasury Board) and PSAC (CLC) (firefighters, supervisory and non-supervisory)	Oct. 78, p. 742	Allowed
Haley Industries Ltd., Haley and Steelworkers (AFL-CIO/CLC)	Nov. 77, p. 709	Disallowed
St. Joseph Religious Hospitallers of Hotel Dieu, Windsor and Ont. Nurses' Assn. (Ind.) (nurses, full and part-time)	Sept. 78, p. 666	Disallowed

Negotiations in Progress during December 1978 covering 200 or more Employees

Employer and Location	Union	No. of Empls	Neg' Stag
Algoma Steel Corp. Ltd. (Tube Div.), Sault Ste. Marie	Steelworkers (AFL-CIO/CLC) (production empls.)	800	C
Allied Chemical Canada Ltd., Amherstburg	Auto Workers (CLC) (production empls.)	500	C
American Can of Canada Ltd., Brampton	Printing and Graphic Communications (AFL-CIO/CLC)	246	C
American Can of Canada Ltd., Marathon	United Paperworkers (AFL-CIO/CLC)	500	PC
American Can of Canada Ltd., Woodlands Div., Marathon	Carpenters (AFL-CIO/CLC)	250	C
Atlas Steels Co. (Div. of Rio Algom Ltd.), Welland	Cdn. Steelworkers Union (Ind.) (hourly-rated empls.)	1,750	
Atomic Energy of Canada Ltd., Engineering Co., Mississauga**	Engineers' Assn. (Ind.)	440	MED
Belleville General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	293	
Bendix Home Systems Ltd., Hensall	Carpenters (AFL-CIO/CLC)	300	C
Blackstone Industrial Products Ltd., Stratford	Auto Workers (CLC) (production and laboratory empls.)	590	WS
Boise Cascade Canada Ltd., Woods Operations, Fort Frances and Kenora	Carpenters (AFL-CIO/CLC)	350	MED/V
Boise Cascade Canada Ltd., Fort Frances	United Paperworkers (AFL-CIO/CLC) (mill empls.)	500	MED
Boots Drug Stores (Canada), province-wide (except Ottawa-Carleton Regional Municipality)	Retail Clerks (AFL-CIO/CLC)	500	
Brant County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	560	MED
Brant County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	409	
Joseph Brant Memorial Hospital (Burlington-Nelson Hospital), Burlington	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	290	
Burlington Steel, Div. of Slater Steel Industries Ltd., Hamilton	Steelworkers (AFL-CIO/CLC) (plant empls.)	630	
Cambridge Towel Mills Ltd., Cambridge	Clothing and Textile Workers (AFL-CIO/CLC)	280	
Canada Packers Ltd. (York Farms Div.), Brantford and Brantford Airport	Foodworkers (AFL-CIO/CLC)	205	
Canadian A.S.E. Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	250	
Canadian Food Products Sales Ltd., Bakery Plant, Toronto	Retail, Wholesale Employees (AFL-CIO/CLC)	200	

* See page 899 for definition of codes.

** Federal jurisdiction.

Negotiations in Progress during December 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Canadian General-Tower Ltd., Cambridge	Rubber Workers (AFL-CIO/CLC)	330	B
Canadian Mine Enterprises Ltd., Elliot Lake	Steelworkers (AFL-CIO/CLC)	210	B
Canadian National Institute for the Blind (Caterplan Services Div.), province-wide	Service Employees (AFL-CIO/CLC)	380	B
Canadian Ohio Brass Co. Ltd., Niagara Falls	Intl. Chemical Workers (AFL-CIO)	286	B
Carleton Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco- Ontariens (Ind.)	780	MED
Continental Group of Canada Ltd. (Mount Dennis Plant #530), Toronto	Printing and Graphic Communications (AFL-CIO/CLC)	330	B
Council of Printing Industries of Canada, Toronto	Graphic Arts Union (AFL-CIO/CLC) (bookbinders)	775	CO
Cyanamid of Canada Ltd., Welland	Cdn. Chemical Workers (Ind.)	420	MED
Dashwood Industries Ltd., Centralia and Mount Brydges	Carpenters (AFL-CIO/CLC)	300	B
Davidson Rubber Co. Ltd., Port Hope	Rubber Workers (AFL-CIO/CLC)	350	B
Denison Mines, Elliot Lake**	Steelworkers (AFL-CIO/CLC) (production empls.)	1,400	CO
Dobbie Industries Ltd., Worsted Div., Cambridge	Clothing and Textile Workers (AFL-CIO/ CLC)	200	B
Dorr-Oliver-Long Ltd., Orillia	Steelworkers (AFL-CIO/CLC)	350	CO
Dow Chemical of Canada Ltd., Sarnia	Oil, Chemical and Atomic Workers (AFL-CIO/CLC) (production empl.)	810	B
Durham Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,360	MED
Durham Regional Municipality (Works Dept.)	CUPE (CLC)	250	B
Eddy Forest Products Ltd., Woods Operations, Espanola	Carpenters (AFL-CIO/CLC)	235	CO
Etobicoke Borough Board of Education	CUPE (CLC) (caretakers, matrons and maintenance empl.)	510	B
Etobicoke Borough Corp.	CUPE (CLC) (outside empl.)	640	B
Etobicoke Borough Corp.	Fire Fighters (AFL-CIO/CLC)	365	ARB
Etobicoke General Hospital	Ont. Nurses' Assn. (Ind.) (full-time nurses)	214	B

** Federal jurisdiction.

Negotiations in Progress during December 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	No. of St
Extendicare Ltd. and other nursing homes, Toronto and other centres	Service Employees (AFL-CIO/CLC) (non-medical empls.)	1,740	
Falconbridge Nickel Mines Ltd., Sudbury	Steelworkers (AFL-CIO/CLC) (office, clerical and technical empls.)	350	
Federal Pioneer Ltd., Bramalea	Electrical Workers (IUE) (AFL-CIO/CLC)	220	
Fiberglas Canada Ltd., Sarnia	Oil, Chemical and Atomic Workers (AFL-CIO/CLC)	540	
Firestone Steel Products of Canada Ltd., London	Auto Workers (CLC)	364	
John Forsyth Co. Ltd., Kitchener and Waterloo	Clothing and Textile Workers (AFL-CIO/CLC)	500	
Foster Wheeler Ltd., St. Catharines	Steelworkers (AFL-CIO/CLC)	440	
Frontenac County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	525	
Frontenac County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	500	
Frontenac-Lennox and Addington County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	206	
General Aviation Services Ltd., Toronto	Machinists (AFL-CIO/CLC)	250	
Greater Niagara General Hospital, Niagara Falls	Ont. Nurses' Assn. (Ind.) (full-time nurses)	200	
Grey County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	317	
Gulf Canada Ltd. (Clarkson Refinery), Mississauga	Oil, Chemical and Atomic Workers (AFL-CIO/CLC)	400	
Haldimand Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	214	
Halton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,300	
Halton Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,150	
Hamilton City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,135	
Hamilton City Corp.	CUPE (CLC) (outside empls.)	550	
Hamilton City Hydro-Electric Commission	Electrical Workers (IBEW) (AFL-CIO/CLC)	300	
Hamilton-Wentworth Regional Board of Commissioners of Police	Police Assn. (Ind.)	690	

Negotiations in Progress during December 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
and Association of Sewer, Water-main and Road Contractors	Labourers (AFL-CIO/CLC)	500	B
ilroy Ltd., Toronto	Cdn. Paperworkers (CLC)	230	B
otel Dieu Hospital, St. Catharines	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	200	B
owden Parsons Ltd., Toronto	Boilermakers (AFL-CIO/CLC)	280	B
anco Ltd., Sudbury	Steelworkers (AFL-CIO/CLC)	11,750	WS
ayser-Roth Canada Ltd., London	Clothing and Textile Workers (AFL-CIO/CLC)	250	B
ent County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	600	MED
ent County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	500	MED
Kimberly-Clark of Canada Ltd., Rexdale	Cdn. Paperworkers (CLC) (production empls.)	500	B
Kingston General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	500	PCB
Lake Ontario Cement Ltd., Sophiasburgh and Toronto	Cement Workers (AFL-CIO/CLC)	252	PCB
Lake Ontario Steel Co. Ltd., Whitby	Steelworkers (AFL-CIO/CLC)	540	B
Lancia-Bravo Foods, Toronto	Foodworkers (AFL-CIO/CLC)	270	B
Laurentian Hospital, Sudbury	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	216	B
lear Siegler Industries Ltd. (General Seating Div.), Kitchener	Auto Workers (CLC) (production empls.)	915	CO
Leeds and Grenville County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	535	MED
Leeds and Grenville County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	353	PMB
Leigh Instruments Ltd. (Industrial Products Div.), Waterloo	Auto Workers (CLC) (production empls.)	680	B
Libby, McNeill & Libby of Canada Ltd., Chatham	Auto Workers (AFL-CIO/CLC)	225	B
Lily Cups Ltd., Toronto	Printing and Graphic Communications (AFL-CIO/CLC)	390	B
Lincoln County Board of Education	CUPE (CLC) (maintenance, caretaking, bus drivers and cafeteria empls., full and part-time)	362	B

Negotiations in Progress during December 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Ne St
Lincoln County Board of Education	CUPE (CLC) (office, clerical and technical empls.)	218	
Livingston Industries Ltd., Hagersville, London and Tillsonburg	Woodworkers (AFL-CIO/CLC)	1,040	
London City Board of Education	CUPE (CLC) (office and clerical empls., full and part-time)	288	
London City Corp.	CUPE (CLC) (office, clerical and technical empls.)	350	
London City Corp.	CUPE (CLC) (outside empls.)	510	
London City Corp.	Fire Fighters (AFL-CIO/CLC)	298	
London City Corp. (Dr. John Dearness Home for Elder Citizens)	Service Employees (AFL-CIO/CLC)	216	
London City Public Utilities Commission	CUPE (CLC)	353	
McCormick's Ltd., London	Millers (AFL-CIO/CLC)	750	
McGraw-Edison of Canada Ltd., Cambridge	Electrical Workers (IUE) (AFL-CIO/CLC)	500	
Metropolitan Toronto Board of Commissioners of Police	Police Assn. (Ind.) (clerical and garage empls., parking control officers, cadets and matrons)	1,450	
Metropolitan Toronto Board of Commissioners of Police	Police Assn. (Ind.) (uniformed empls.)	5,300	
Metropolitan Toronto and Toronto City	CUPE (CLC) (inside and outside empls.)	10,495	
Mount Sinai Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	350	
Muskoka Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	235	ME
Nestle (Canada) Ltd., Chesterville	Retail, Wholesale Employees (AFL-CIO/CLC)	300	
Niagara Falls City Corp.	CUPE (CLC)	250	
Niagara Regional Board of Commissioners of Police	Police Assn. (Ind.) (police officers and civilian empls.)	680	
Niagara Regional Municipality (Homes for Senior Citizens), Niagara Falls, Port Colborne, St. Catharines and Welland	CUPE (CLC)	460	C
Niagara South Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	850	ME
Norfolk Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	225	ME

Negotiations in Progress during December 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
North York Borough Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	2,600	MED
North York Borough Corp.	CUPE (CLC) (inside empls.)	520	B
North York Borough Corp.	CUPE (CLC) (outside empls.)	710	B
North York Borough Corp.	Fire Fighters (AFL-CIO/CLC)	550	B
North York General Hospital, Willowdale	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	515	PCB
Northern Telecom Ltd., Belleville, Bramalea, Kingston and London	Auto Workers (CLC) (office, clerical and technical empls.)	1,265	B
Northumberland and Newcastle Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	565	MED
Northumberland and Newcastle Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	456	MED
Northwestern General Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	220	B
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide	OPSEU (Ind.) (support staff empls.)	7,000	MED
Ontario Educational Communications Authority, Toronto	Broadcast Employees (NABET) (CLC)	200	MED
Ontario Government	OPSEU (Ind.) (clerical services category)	9,600	B
Ontario Government	OPSEU (Ind.) (general administration category)	4,735	B
Ontario Government	OPSEU (Ind.) (general operational services category)	4,700	B
Ontario Government	OPSEU (Ind.) (institutional care and correctional services category)	9,355	B
Ontario Government	OPSEU (Ind.) (maintenance services category)	6,500	B
Ontario Government	OPSEU (Ind.) (office services category)	7,100	B
Ontario Government	OPSEU (Ind.) (scientific and professional category)	3,635	B
Ontario Government	OPSEU (Ind.) (technical services category)	4,780	B
Ontario Government (Employee Benefits)	OPSEU (Ind.) (classified public servants)	52,000	B
Ontario Government (Working Conditions)	OPSEU (Ind.)	52,000	B
Ontario Housing Corp., province-wide	CUPE (CLC) (office and maintenance empls.)	800	B

Negotiations in Progress during December 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg' Stag
Ontario Housing Corp., Toronto	CUPE (CLC) (maintenance empls.)	685	
Ontario Hydro, province-wide	CUPE (CLC) (hydro empls.)	14,915	
Ontario Jockey Club (Standard-bred Div.), province-wide	Service Employees (AFL-CIO/CLC)	205	
Ontario Jockey Club (Thoroughbred Div.), province-wide	Service Employees (AFL-CIO/CLC)	365	
Ontario Liquor Control Board and Ont. Liquor Licence Board, province-wide	Employees' Assn. (NUPGE) (CLC)	3,485	AR
Ontario Roadbuilders Assn. and Ont. Sewer and Watermain Contractors Assn. Labour Bureau	Intl. Operating Engineers (AFL-CIO/CLC), Labourers (AFL-CIO/CLC) and Teamsters (Ind.)	1,800	ME
Oshawa City Corp. (City Hall)	CUPE (CLC)	225	
Oshawa General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	490	
Otaco Ltd., Orillia	Steelworkers (AFL-CIO/CLC)	260	CC
Ottawa Board of Education	CUPE (CLC) (office empls.)	545	
Ottawa Board of Education	Employees' Assn. (Ind.) (maintenance, services and plant operations empls.)	830	
Ottawa Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,150	PFB
Ottawa Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,650	PFB
Ottawa-Carleton Regional Transit Commission	Transit Union (AFL-CIO/CLC) (bus operators, etc.)	1,355	B
Ottawa City Corp.	Fire Fighters (AFL-CIO/CLC)	515	B
Ottawa City Corp.	Police Assn. (Ind.)	575	B
Ottawa City and Regional Municipality of Ottawa-Carleton	CUPE (CLC) (civic empls.)	3,600	B
Ottawa Civic Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	885	B
Ottawa General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	337	B
Peel Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	2,400	MED
Peel Memorial Hospital, Brampton	Ont. Nurses' Assn. (Ind.) (full and part-time nurses, and teachers)	387	B
Peel Regional Board of Commissioners of Police	Police Assn. (Ind.)	585	B

Negotiations in Progress during December 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
eterborough Civic Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	340	B
eterborough-Victoria-Northum- berland & Newcastle Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	270	MED
hilco Ford of Canada Ltd., Toronto	Machinists (AFL-CIO/CLC) (production empls.)	1,000	B
olysar Ltd., Sarnia	Oil, Chemical and Atomic Workers (AFL- CIO/CLC) (technicians and plant empls.)	1,475	B
rescott-Russell County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ind.)	385	MED
Prince Hotel, Toronto	Hotel Employees (AFL-CIO/CLC)	280	CO
Provincial Schools Authority, province-wide	Fed. of Provincial Schools Authority Teachers (Ind.)	700	MED
Puretex Knitting Co. Ltd., Toronto	Cdn. Textile and Chemical Workers (CCU)	200	MED/WS
Queensway General Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	330	B
Redpath Sugars Ltd. (Toronto Refinery)	Intl. Chemical Workers (AFL-CIO)	200	CO
Rio Algom Ltd., Elliot Lake**	Steelworkers (AFL-CIO/CLC) (mine empls.)	1,600	CO
Riverside Hospital, Ottawa	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	250	CO
Robertshaw Controls (Canada) Ltd., Toronto	Electrical Workers (UE) (CLC)	315	B
Rowntree Mackintosh Canada Ltd., Toronto	Retail, Wholesale Employees (AFL-CIO/CLC) (production empls.)	910	B
Royal Victoria Hospital of Barrie, Inc.	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	250	B
SKF Manufacturing of Canada Ltd., Toronto	Machinists (AFL-CIO/CLC)	330	B
St. Catharines City Corp. (Arena, City Hall, Parks, Recreation and Works Dept.)	CUPE (CLC)	209	B
St. Catharines General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	350	B
St. Joseph Religious Hospitaliers of Hotel Dieu, Windsor	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	300	B
St. Joseph's Hospital, Hamilton	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	720	B
St. Joseph's and other hospitals, Hamilton and other centres	OPSEU (Ind.) (paramedical empls.)	1,900	B

** Federal jurisdiction.

Negotiations in Progress during December 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	N S
St. Joseph's Hospital, London	Ont. Nurses' Assn. (Ind.) (full-time nurses)	300	
St. Joseph's Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	385	
St. Michael's Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	585	
Salvation Army Grace Hospital, Ottawa	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	200	
Salvation Army Grace Hospital, Windsor	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	250	
Scarborough Borough Board of Education	CUPE (CLC) (operations and maintenance empls., full-time)	710	
Scarborough Borough Board of Education	CUPE (CLC) (operations and maintenance empls., part-time)	350	
Scarborough Borough Corp.	CUPE (CLC) (outside empls.)	620	
Scarborough General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	580	
Shell Canada Ltd. (Sarnia Refinery), Corunna	Oil, Chemical and Atomic Workers (AFL-CIO/CLC)	214	
Sheller-Globe of Canada (Kralinator Filters Div.), Cambridge	Steelworkers (AFL-CIO/CLC)	374	
Shopsy's Foods Ltd. (Huxley Rd. Plant), Toronto	Foodworkers (AFL-CIO/CLC)	200	
Silverwood Dairies Div. of Silverwood Industries Ltd., London	Teamsters (Ind.)	300	
Simcoe County Board of Education	CUPE (CLC) (maintenance, services and plant operations)	346	
N. Slater Products (Div. of Slater Steel Industries Ltd.), Hamilton	Steelworkers (AFL-CIO/CLC)	208	
Sudbury General Hospital of the Immaculate Heart of Mary	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	375	
Sunnybrook Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full-time nurses)	505	
Sunnybrook Hospital and 3 other hospitals, Toronto	Service Employees (AFL-CIO/CLC) (office and clerical empls.)	685	
Textile Rental Institute of Ontario, London and Toronto	Laundry Workers (CLC)	1,700	
Textile Rental Institute of Ontario, Toronto	Teamsters (Ind.) (linen supply route men and laundry drivers)	400	
J.E. Thomas Specialties Ltd., Lindsay	Rubber Workers (AFL-CIO/CLC)	400	

Negotiations in Progress during December 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Ontario City Board of Education	CUPE (CLC) (caretakers, stationary operating engineers and maintenance empls.)	950	B
Ontario City Corp.	Fire Fighters (AFL-CIO/CLC)	1,255	B
Ontario East General and Orthopaedic Hospital, Inc.	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	550	B
Ontario General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	795	PCB
Ontario Metropolitan School Board and Boards of Education for Toronto City and the Boroughs of East York, Etobicoke, Scarborough and York	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	6,000	MED
Ontario Metropolitan Separate School Board	CUPE (CLC) (maintenance, services and plant empls.)	755	CO
Ontario Star Newspapers Ltd.	Electrical Workers (IBEW) (AFL-CIO/CLC), Graphic Arts Union (AFL-CIO/CLC), Machinists (AFL-CIO/CLC) and Printing and Graphic Communications (AFL-CIO/CLC) (pressmen, paperhandlers, stereotypers and mailing room empls.)	540	B
Ontario Western Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	585	B
Orane Co. of Canada Ltd., Toronto	Electrical Workers (UE) (CLC)	200	B
Union Gas Ltd., southwestern Ontario	Cdn. Chemical Workers (Ind.) and Oil, Chemical and Atomic Workers (AFL-CIO/CLC) (hourly-rated, maintenance and office empls.)	1,110	CO
Victoria Hospital Corp., London	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	700	B
Victoria and other area hospitals, London and other centres	Service Employees (AFL-CIO/CLC) (non-medical empls.)	3,100	ARB
Vulcan Industrial Packaging Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	230	B
Walker Exhausts Ltd., Cambridge	Steelworkers (AFL-CIO/CLC)	450	B
Waterloo County Board of Education	Non-Academic Staff Assn. (Ind.)	200	B
Welland County General Hospital, Welland	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	240	B
Wellesley Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	360	CO
Wellington County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	510	MED

Negotiations in Progress during December 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Ne St
Wellington County Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	214	
Weston Bakeries Ltd. (Dupont St. Plant), Toronto	Teamsters (Ind.)	350	
Windsor City Board of Education	CUPE (CLC)	260	
Windsor City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	740	
Windsor City Corp.	CUPE (CLC) (inside empls.)	600	
Windsor City Corp. (Public Works, Parks and Recreation Depts.)	CUPE (CLC)	400	
Windsor City Corp.	Fire Fighters (AFL-CIO/CLC)	275	
Women's College Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full-time and four-tour nurses)	250	
Workmen's Compensation Board, province-wide	CUPE (CLC) (rehabilitation workers, clerks, registered nurses, etc.)	1,200	
York Borough Board of Education	CUPE (CLC)	230	
York Borough Corp. (Works and Parks and Recreation Depts.)	CUPE (CLC)	200	
York County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,250	
York County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	960	
York University, Toronto	CUPE (CLC) (maintenance, services and plant operations)	250	
Zehr's Markets Ltd., Guelph	Retail Clerks (AFL-CIO/CLC)	288	

MORE THAN ONE PROVINCE

Air Canada, system-wide**	Air Line Pilots (Ind.)	1,500
Bell Canada, Nfld., Que., Ont. and N.W.T.**	Communications Workers of Canada (CLC) (craft and service empls.)	13,000
Bell Canada, Que. and Ont.**	Communications Union Canada (Ind.) (traffic operators and dining service empls.)	8,000
CP Air, system-wide**	Air Line Flight Attendants (CLC)	900
CP Air, system-wide**	Railway Clerks (AFL-CIO/CLC) (senior dispatchers, assistant dispatchers, passenger agents, etc.)	1,300
Canadian Broadcasting Corp., Canada-wide**	Newspaper Guild (AFL-CIO/CLC)	440

** Federal jurisdiction.

Negotiations in Progress during December 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Canadian Pacific Express Ltd., Atlantic, Eastern and Western Regions**	Railway Clerks (AFL-CIO/CLC) (drivers, mechanics, etc.)	2,935	B
Council of Printing Industries of Canada, Hamilton, London, Ottawa and Toronto, Ont. and Montreal, Que.	Graphic Arts Union (AFL-CIO/CLC) (lithography empls. and photoengravers)	2,155	B
Dominion Textile Ltd., Montreal, Que. and Long Sault, Ont.	United Textile Workers (AFL-CIO/CLC)	740	B
Government of Canada (Treasury Board)**	Air Traffic Control (Ind.)	2,215	B
Government of Canada (Treasury Board)**	Cdn. Postmasters and Assistants Assn. (Ind.)	8,210	B
Government of Canada (Treasury Board)**	Cdn. Union of Professional & Technical Employees (Ind.) (translation group)	1,170	PCB
Government of Canada (Treasury Board)**	Council of Graphic Arts Unions (5 AFL-CIO/CLC Unions) (printing operations group, non-supervisory empls.)	1,120	B
Government of Canada (Treasury Board)**	Postal Officials (Ind.) (postal supervisors)	4,130	B
Government of Canada (Treasury Board)**	Postal Workers (CLC) (postal operations group, non-supervisory)	24,135	MED-ARB*
Government of Canada (Treasury Board)**	Professional Institute (PIPS) (Ind.) (engineering and land survey group)	2,250	ARB
Government of Canada (Treasury Board)**	PIPS (Ind.) (veterinary science group)	570	B
Government of Canada (Treasury Board)**	Public Service Alliance of Canada (PSAC) (CLC) (administrative services group)	5,355	B
Government of Canada (Treasury Board)**	PSAC (CLC) (auditing group)	2,560	B
Government of Canada (Treasury Board)**	PSAC (CLC) (communications group)	845	B
Government of Canada (Treasury Board)**	PSAC (CLC) (data processing group)	2,935	B
Government of Canada (Treasury Board)**	PSAC (CLC) (engineering and scientific support group)	8,065	B
Government of Canada (Treasury Board)**	PSAC (CLC) (general labour and trades group, supervisory and non-supervisory)	20,595	B
Government of Canada (Treasury Board)**	PSAC (CLC) (general services group, supervisory and non-supervisory)	13,265	B
Government of Canada (Treasury Board)**	PSAC (CLC) (general technical, social science support and technical inspection groups)	5,005	B

* Mediator-Arbitrator appointed by legislation.

** Federal administration.

Negotiations in Progress during December 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	N S
Government of Canada (Treasury Board)**	PSAC (CLC) (hospital services group, supervisory and non-supervisory)	3,105	
Government of Canada (Treasury Board)**	PSAC (CLC) (information services group)	865	
Government of Canada (Treasury Board)**	PSAC (CLC) (library science group)	450	
Government of Canada (Treasury Board)**	PSAC (CLC) (lightkeepers, supervisory and non-supervisory)	500	
Government of Canada (Treasury Board)**	PSAC (CLC) (office equipment operations group)	590	
Government of Canada (Treasury Board)**	PSAC (CLC) (primary products inspection group)	2,745	
Government of Canada (Treasury Board)**	PSAC (CLC) (purchasing and supply group)	1,415	
Government of Canada (Treasury Board)**	PSAC (CLC) (radio operations group)	1,155	
Government of Canada (Treasury Board)**	PSAC (CLC) (secretarial, stenographic and typing group)	12,175	
Government of Canada (Treasury Board)**	PSAC (CLC) (ships' crews, supervisory and non-supervisory)	2,810	
Government of Canada (Treasury Board)**	PSAC (CLC) (welfare programmes group)	1,690	
House of Seagrams (various distillers), N.B., Que., Ont. and Man.	Distillery Workers (AFL-CIO/CLC) (production empls.)	1,035	
National Research Council of Canada, Canada-wide**	Employees' Assn. (Ind.) (technical category)	980	
Northern Telecom Ltd., Belleville, Kingston and London, Ont. and Saint John, N.B.	Auto Workers (CLC) (hourly-rated empls.)	2,280	
Northern Telecom Ltd., Nfld., N.S., N.B., Que. and Ont.	Cdn. Union of Communication Workers (Ind.) (eastern region hourly-rated installation and outside plant empls.)	600	
Northern Telecom Ltd., Ont., Man., Sask. and Alta.**	Communications Workers of Canada (CLC) (western region installation and shop and warehouse and office empls.)	1,225	
Railway Assn. of Canada, representing CN and CP Rail, system-wide (except Nfld.)**	Locomotive Engineers (Ind.)	4,000	
Railway Assn. of Canada, representing CN and CP Rail, system-wide**	United Transportation Union (AFL-CIO/CLC) (conductors, brakemen, firemen, yardmasters, etc.)	16,150	
Railway Assn. of Canada, representing CN and CP Rail and other railway companies, system-wide**	Non-operating Railway Unions (AFL-CIO/CLC) (shop craft empls.)	21,250	

** Federal jurisdiction.

Negotiations in Progress during December 1978 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
ilway Assn. of Canada, re- presenting CN and CP Rail jointly-owned companies and other railway companies, system-wide**	Associated Railway Unions (CLC and AFL-CIO/CLC) (non-operating empls., office, road service and residual)	50,000	B
yal Canadian Mint, Hull, Que., Ottawa, Ont. and Winnipeg, Man.**	PSAC (CLC) (production and office empls.)	505	B
e St. Lawrence Seaway Authority, Que. and Ont.**	Railway, Transport and General Workers (CLC) (Operational and Maintenance Agreement and Headquarters Agreement)	1,080	B
skatchewan Wheat Pool, Ont., Man., Sask. and B.C.**	Grain Services Union (CLC) (Country Elevator, Head Office, Printing & Publishing, Livestock and Construction & Repair Divs.)	2,500	B
dbec-Dosco Ltd., Montreal, Contrecoeur and LaSalle, Que. and Rexdale, Ont.	Steelworkers (AFL-CIO/CLC) (production and office empls.)	2,680	B
o-Security Motorways Ltd., Ont., Man., Sask. and Alta.**	Teamsters (Ind.) (warehousemen, drivers, etc.)	725	B

Definitions of Codes for Negotiation Stages

- B - Direct Bargaining
- DMO - Direct Mediation Officer
- CO - Conciliation
- CB - Conciliation Board
- MED - Mediation
- PCB - Post Conciliation Bargaining
- ARB - Arbitration
- WS - Work Stoppage
- B/WS - Bargaining After a Work Stoppage
- MED/WS - Mediation During a Work Stoppage
- F - Fact Finder
- PMB - Post Mediation Bargaining
- PFB - Post Fact Finder Bargaining
- (R) - (R) following the stage of negotiations
indicates that the existing contract has
been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More Ontario Employees
Expiring in January 1979

Employer and Location	Union	No. of Empls
Beacon Hill Lodges of Canada (Nursing Homes), Intercity	Service Employees (AFL-CIO/CLC)	23
Canadian Food Products, Toronto	Retail, Wholesale Employees (AFL-CIO/CLC)	20
Canadian Ohio Brass Co., Niagara Falls	Intl. Chemical Workers (AFL-CIO)	28
Chelsey Park Nursing Homes, Brampton	Service Employees (AFL-CIO/CLC)	43
A. R. Clarke & Co., Toronto	Foodworkers (AFL-CIO/CLC)	38
Consumers' Gas Co., Intercity	Intl. Chemical Workers (AFL-CIO) (office, clerical, sales and laboratory empls.)	55
Extendicare Ltd. (Nursing Homes), province- wide	Service Employees (AFL-CIO/CLC)	87
Fiberglas Canada, Sarnia	Oil Workers (AFL-CIO/CLC) (hourly- rated empls.)	54
Firestone Steel Products, London	Auto Workers (CLC)	36
Gulf Canada, Clarkson Refinery, Mississauga	Oil Workers (AFL-CIO/CLC)	40
Hamilton City Corp.	CUPE (CLC) (inside empls.)	44
Hamilton City Corp.	CUPE (CLC) (outside empls.)	55
Hamilton-Wentworth Regional Municipality	CUPE (CLC) (inside empls.)	30
Hamilton-Wentworth Regional Municipality	CUPE (CLC) (outside empls.)	21
House of Seagram, Intercity	Distillery Workers (AFL-CIO/CLC)	47
Howden Parsons, Toronto	Boilermakers (AFL-CIO/CLC)	28
L-O-F Glass of Canada, Collingwood	Glass and Ceramic Workers (AFL- CIO/CLC)	26
Lakehead Terminal Elevators Assn., Thunder Bay	Railway Clerks (AFL-CIO/CLC)	1,500
Lancia-Bravo Foods, Toronto	Foodworkers (AFL-CIO/CLC)	27
L Leigh Instruments, Industrial Products Div., Waterloo	Auto Workers (CLC)	68
Libby, McNeill & Libby of Canada (Chatham Plant)	Auto Workers (CLC)	22
London City Board of Education	CUPE (CLC) (office and clerical empls., full-time)	20
Nestle (Canada), Chesterville	Retail, Wholesale Employees (AFL-CIO/CLC)	30
Ottawa Board of Education	Employees' Assn. (Ind.) (main- tenance, services and plant empls.)	83

Collective Bargaining Agreements Covering 200 or More Ontario Employees
Expiring in January 1979 (Cont'd)

Employer and Location	Union	No. of Empls.
Shell Canada (Sarnia Refinery), Corunna	Oil Workers (AFL-CIO/CLC)	214
Shopsy's Foods, Weston	Foodworkers (AFL-CIO/CLC)	200
Sidbec-Dosco Ltd. (Etobicoke Works)	Steelworkers (AFL-CIO/CLC)	205
Slater Steel Industries, N. Slater Products Div., Hamilton	Steelworkers (AFL-CIO/CLC)	208
Steinberg Inc. (Miracle Mart Div.), Intercity	Retail Clerks (AFL-CIO/CLC)	225
Trane Co. of Canada, Toronto	Electrical Workers (UE) (CLC)	200
Treasury Board of Canada, province-wide	PSAC (CLC) (data processing group)	2,200
Treasury Board of Canada, province-wide	PSAC (CLC) (general labour and trades group, non-supervisory)	5,721
Treasury Board of Canada, province-wide	PSAC (CLC) (general labour and trades group, supervisory)	1,086
Treasury Board of Canada, province-wide	PSAC (CLC) (secretarial, steno- graphic and typing group)	7,183
Treasury Board of Canada, province-wide	PSAC (CLC) (ships' crews, non- supervisory)	210



Labour Canada
Travail Canada



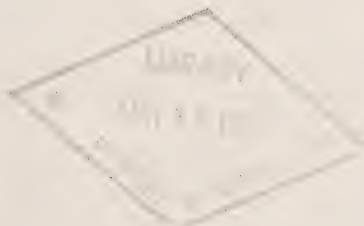
Ontario

LABOUR CANADA
OTTAWA

ONTARIO MINISTRY OF LABOUR
TORONTO

CUMULATIVE INDEX

17 COLLECTIVE BARGAINING SETTLEMENTS
(AND NEGOTIATIONS) IN ONTARIO
JANUARY TO DECEMBER 1978



Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

INDUSTRY, EMPLOYER AND UNIONISSUE PAGE

FOOD AND BEVERAGE

Black Diamond Cheese, Div. of Brooke Bond Foods Ltd., Belleville and Foodworkers (AFL-CIO/CLC)	Apr.	188
Brewers' Warehousing Co. Ltd., province-wide; Molson's Brewery (Ontario) Ltd., Toronto and Barrie; Labatt's Ltd., Toronto, Kitchener and Waterloo; and Carling O'Keefe Breweries of Canada Ltd. and Carling O'Keefe Transport Ltd., Toronto and Cdn. Brewery Workers (CLC) (warehouse empls., retail store clerks and office, production and transport empls.)	June	349
Burns Meats Ltd., Kitchener, Ont., Brandon and Winnipeg, Man., Regina, Sask., Calgary and Edmonton, Alta. and Vancouver, B.C. and Foodworkers (AFL-CIO/CLC)	Aug.	530
Canada Packers Ltd., Canada-wide and Foodworkers (AFL-CIO/CLC)	Aug.	531
Canada Packers Ltd., York Farms Div., Brantford and Foodworkers (AFL-CIO/CLC)	May	268
Canada Packers Poultry, Div. of Canada Packers Ltd., Walkerton and Foodworkers (AFL-CIO/CLC)	Sept.	612
Canadian Cannery Ltd., Amherstburg and Leamington, Exeter, Hamilton, St. David's, Simcoe and Waterford (reprint) and Foodworkers (AFL-CIO/CLC) (hourly-rated empls.)	Jan.	36
Canadian Home Products Ltd., Niagara Falls and Foodworkers (AFL-CIO/CLC) (plant, office and clerical empls.)	May	269
Coca-Cola Ltd., Belleville, Hamilton, Kitchener, London, Niagara Falls, Ottawa, Peterborough, Sudbury, Toronto and Windsor and Cdn. Brewery Workers (CLC)	Oct.	705
Dare Foods Ltd., Biscuit Div., Kitchener and Bakery Workers (AFL-CIO/CLC)	June	347
Dempster's Bread, Div. of Corporate Foods Ltd., Toronto and Teamsters (Ind.)	Apr.	190
Dominion Dairies Ltd. (Toronto Plants, Distribution and Maintenance Depts.) and Teamsters (Ind.)	Feb.	56
F. W. Fearman Co. Ltd., Burlington and Foodworkers (AFL-CIO/CLC)	Nov.	771
General Foods Ltd., Cobourg and Foodworkers (AFL-CIO/CLC)	July	456
The Great Atlantic and Pacific Co. of Canada Ltd., Toronto and Bakery Workers (AFL-CIO/CLC)	Feb.	57
H. J. Heinz Co. of Canada, Ltd., Leamington and Foodworkers (AFL-CIO/CLC)	June	346
Kellogg Salada Canada Ltd., London and Millers (AFL-CIO/CLC) (production empls.)	May	270
Kellogg Salada Co. Ltd., Rexdale and Bakery Workers (AFL-CIO/CLC)	Mar.	159
Labatt's Ltd. (London Brewery) and Natl. Brewery Workers Union (CLC)	Mar.	113
Lancia-Bravo Foods, Toronto and Foodworkers (AFL-CIO/CLC)	Apr.	191
Thomas J. Lipton Ltd., Bramalea and Millers (AFL-CIO/CLC)	Feb.	57
Monarch Fine Foods Co. Ltd., Rexdale and Teamsters (Ind.)	July	457
William Neilson Co. Ltd., Georgetown and Toronto and Foodworkers (AFL-CIO/CLC) (plant, transport and warehouse empls.)	Dec.	842
Omstead Foods Ltd., Wheatley and Teamsters (Ind.)	Apr.	188
Quaker Oats Co. of Canada Ltd., Pet Food Div., Trenton and Foodworkers (AFL-CIO/CLC)	Apr.	189
Rowntree Mackintosh Canada Ltd., Toronto and Retail, Wholesale and Department Store Union (AFL-CIO/CLC)	June	348
J. M. Schneider Inc., Kitchener and Employees' Assn. (Ind.) (plant empls.)	Sept.	612
Laura Secord, Div. of Ault Foods (1975) Ltd., Scarborough and Bakery Workers (AFL-CIO/CLC) (full-time production empls.)	May	309
Shopsy's Foods Ltd., Weston and Foodworkers (AFL-CIO/CLC)	Jan.	4
Silverwood Dairies (Div. of Silverwood Industries Ltd.), Toronto and Cdn. Operating Engineers (CCU)	June	346
Swift Canadian Co. Ltd., Canada-wide and Foodworkers (AFL-CIO/CLC)	Aug.	532
Tend-R-Fresh Plant, United Co-operatives of Ontario, Petersburg and Foodworkers (AFL-CIO/CLC)	May	268
Hiram Walker & Sons Ltd., Walkerville and Auto Workers (CLC)	Aug.	534

INDUSTRY, EMPLOYER AND UNION

ISSUE PAGE

TOBACCO PRODUCTS

Benson & Hedges (Canada) Ltd., Brampton and Tobacco Workers (AFL-CIO/CLC)	June	35
Imperial Leaf Tobacco Co. of Canada Ltd., Aylmer and Cdn. Chemical Workers (Ind.) (seasonal empls.)	Dec.	84
Imperial Tobacco Ltd./Ltee (Div. of Imasco Ltd.), Guelph and Tobacco Workers (AFL-CIO/CLC) (plant and office empls.)	Aug.	58
Rothmans of Pall Mall Canada Ltd., Toronto and Bakery and Tobacco Workers (AFL-CIO/CLC) (plant empls.)	Dec.	84

RUBBER AND PLASTIC PRODUCTS

Dayton Tire Canada Ltd., Whitby and Rubber Workers (AFL-CIO/CLC) (production empls.)	Sept.	61
Mansfield-Denman General Co. Ltd., Industrial Products Div., Welland and Rubber Workers (AFL-CIO/CLC)	July	45
Rubbermaid (Canada) Ltd., Mississauga and Auto Workers (CLC)	July	45

LEATHER

Bata Footwear, Div. of Bata Industries Ltd., Batawa, Campbellford, Picton and Trenton and Retail Clerks (AFL-CIO/CLC) (plant empls.)	Nov.	77
Beardmore, a Div. of Canada Packers Ltd., Halton Hills and Foodworkers (AFL-CIO/CLC)	Jan.	
Greb Industries Ltd. (Bauer Div.), Kitchener and United Shoe Workers (AFL-CIO/CLC)	May	27
Greb Industries Ltd., Services and Cema Plants, Kitchener and United Shoe Workers (AFL-CIO/CLC)	Jan.	
Savage Shoes (1970) Ltd., Plant No. 7, London and United Shoe Workers (AFL-CIO/CLC)	Mar.	11
Star Slipper Co., Ltd. and Valenti Shoe Ltd., Toronto and Foodworkers (AFL-CIO/CLC)	Oct.	70
Susan Shoe Industries Ltd., Hamilton and Retail Clerks (AFL-CIO/CLC)	Sept.	68

TEXTILE

Amoco Fabrics Co., a div. of Amoco Canada Petroleum Co. Ltd., Hawkesbury and Woodworkers (AFL-CIO/CLC)	Apr.	19
Armstrong Cork Industries Ltd., Lindsay Plant (wage reopener) and Clothing and Textile Workers (AFL-CIO/CLC)	Aug.	58
Artex Woollens Ltd., Cambridge and Clothing and Textile Workers (AFL-CIO/CLC)	Feb.	5
Caldwell Linen Mills Ltd., Iroquois and United Textile Workers (AFL-CIO/CLC)	Jan.	3
Canadian Fabricated Products Ltd., Stratford and Auto Workers (CLC) (hourly-rated empls.)	Jan.	
Courtaulds (Canada) Ltd. and Caravelle Carpets Ltd., Cornwall and Clothing and Textile Workers (AFL-CIO/CLC)	July	40
Du Pont of Canada Ltd., Kingston and Kingston Independent Nylon Workers Union	Mar.	11
Fiberglas Canada Ltd., Textile and Chemical Plants, Guelph and Clothing and Textile Workers (AFL-CIO/CLC)	July	40
Firestone Textiles Co., a Div. of Firestone Canada Ltd., Woodstock and United Textile Workers (AFL-CIO/CLC)	May	27

INDUSTRY, EMPLOYER AND UNION	ISSUE	PAGE
TILE (Cont'd)		
Glendale Spinning Mills Ltd., Hamilton and Clothing and Textile Workers (AFL-CIO/CLC)	July	460
Harding Carpets Ltd., Brantford and Cdn. Textile and Chemical Union (CCU)	Aug.	535
Harding Carpets Ltd., Collingwood and Clothing and Textile Workers (AFL-CIO/CLC)	Apr.	192
Harding Carpets Ltd., Collingwood and Clothing and Textile Workers (AFL-CIO/CLC)	Dec.	844
The Kendall Co., Toronto and Steelworkers (AFL-CIO/CLC)	May	310
Kingston Spinners Ltd. and Clothing and Textile Workers (AFL-CIO/CLC)	July	460
Kraus Carpet Mills Ltd., Waterloo and Employees' Assn. (Ind.)	July	462
Millhaven Fibres Ltd., Millhaven Works, Ernestown and Oil, Chemical and Atomic Workers (AFL-CIO/CLC)	Apr.	192
Patons & Baldwins (Canada) Ltd., Toronto and Clothing and Textile Workers (AFL-CIO/CLC)	Apr.	191
Stauffer Chemical Co. of Canada, Ltd. (Canadian Vinyl Fabrics, New Toronto Works) and Steelworkers (AFL-CIO/CLC) (production, office, clerical and laboratory empls.)	Apr.	193
TEXTILE MILLS		
Penmans, Div. of Dominion Textile Ltd., Brantford and Paris and Clothing and Textile Workers (AFL-CIO/CLC)	Aug.	536
Silknit Ltd. and Dominion Woollens & Worsteds, Div. of Silknit Ltd., Cambridge and United Textile Workers (AFL-CIO/CLC)	Apr.	194
Harvey Woods Ltd. (Underwear and Hosiery Divs.), Woodstock and Kroy Unshrinkable Wools Ltd. (a subsidiary of Harvey Woods), Toronto and Clothing and Textile Workers (AFL-CIO/CLC)	Oct.	706
CLOTHING		
Associated Clothing Manufacturers of the Province of Quebec, Inc. and Montreal Clothing Contractors Assn. Inc., Montreal and district, Que. and Men's Clothing Manufacturers Assn. of Ont., Hamilton and Toronto, Ont. and Clothing and Textile Workers (AFL-CIO/CLC)	Dec.	844
Associated Fur Industries, Toronto and Foodworkers (AFL-CIO/CLC)	July	497
Corah Ltd., Barrie and Clothing and Textile Workers (AFL-CIO/CLC)	Dec.	845
Kayser-Roth Canada Ltd. (Bathurst Street Plant, Bathurst Street Plant Fabric Div. and Highbury Avenue Plant), London and Clothing and Textile Workers (AFL-CIO/CLC)	Jan.	6
Levi Strauss of Canada, Inc., Hamilton and Clothing and Textile Workers (AFL-CIO/CLC)	Jan.	31
John Rennie Ltd., Guelph and Clothing and Textile Workers (AFL-CIO/CLC)	Apr.	195
Toronto Cloak Manufacturers' Assn. and Ladies' Garment Workers (AFL-CIO/CLC)	Aug.	537
Toronto Dress & Sportswear Manufacturers' Guild Inc. and Ladies' Garment Workers (AFL-CIO/CLC)	Aug.	538
WOOD		
Canada Veneers Ltd., Pembroke and Carpenters (AFL-CIO/CLC)	June	353
Dashwood Industries Ltd., Centralia and Mount Brydges and Carpenters (AFL-CIO/CLC)	Feb.	58
Dubreuil Brothers Ltd., Dubreuilville and Employees' Assn. (Ind.)	Aug.	538

INDUSTRY, EMPLOYER AND UNION

ISSUE PA

WOOD (Cont'd)

E. B. Eddy Forest Products Ltd. (Wood Products Div.), Nairn Twp. and Carpenters (AFL-CIO/CLC)	Mar.	1
Gillies Bros. & Co. Ltd., Braeside and Woodworkers (AFL-CIO/CLC)	June	3
Levesque Plywood Ltd., Hearst and Carpenters (AFL-CIO/CLC)	Nov.	7
Northern Wood Preservers Ltd., Thunder Bay and Carpenters (AFL-CIO/CLC)	June	3
Weldwood of Canada Ltd., Longlac Div., Longlac and Carpenters (AFL-CIO/CLC)	Aug.	5
Weyerhaeuser Canada Ltd., Sault Ste. Marie and Woodworkers (AFL-CIO/CLC)	Mar.	1

FURNITURE AND FIXTURE

Goldcrest Furniture Ltd., Toronto and Cdn. Union of Industrial Employees (Ind.)	Mar.	1
Knechtel Furniture Ltd., Hanover and Woodworkers (AFL-CIO/CLC)	Aug.	5
Kroehler Mfg. Co., Ltd., Stratford, Ont. and Montreal, Que. and Upholsterers (AFL-CIO/CLC) (production and maintenance empls.)	June	3
Liberty Furniture Industries Ltd., Toronto and Vaughan Twp. and Steelworkers (AFL-CIO/CLC)	June	3
Metropolitan Toronto Store Fitting Manufacturing Cos. and Carpenters (AFL-CIO/CLC)	Mar.	1
Simmons Ltd., Bramalea and Electrical Workers (UE) (CLC)	June	3
Sklar Furniture Ltd., Ajax and Whitby and Upholsterers (AFL-CIO/CLC)	Mar.	1
Sklar Furniture Ltd. (Chair Div.), Toronto and Upholsterers (AFL-CIO/CLC)	Dec.	8
Sklar Furniture Ltd. (Peppler Div.), Hanover and Woodworkers (AFL-CIO/CLC)	Jan.	
Sklar Furniture Ltd. (Peppler Div.), Hanover and Woodworkers (AFL-CIO/CLC)	Aug.	5
Storwal International Inc., Pembroke and Steelworkers (AFL-CIO/CLC)	Oct.	7
Sunar Ltd., Steel Div., Waterloo and Steelworkers (AFL-CIO/CLC) (office and production empls.)	June	3
Toronto Spring Manufacturers and Steelworkers (AFL-CIO/CLC)	Apr.	1

PAPER AND ALLIED

Abitibi Forest Products Ltd. (Abitibi Provincial Paper Div.), Thorold and Cdn. Paperworkers (CLC) (hourly-rated empls.)	Sept.	6
Abitibi Paper Co. Ltd. (Fort William, Iroquois Falls, Sault Ste. Marie and Smooth Rock Falls Divs. in Ont. and Beaupre Div. in Que.) and Abitibi Forest Products Ltd. (Sturgeon Falls and Thunder Bay Divs.) and Cdn. Paperworkers (CLC)	July	4
Abitibi Paper Co. Ltd. (Iroquois Falls, Sault Ste. Marie, Smooth Rock Falls and Thunder Bay Divs. in Ont., Beaupre Div. in Que. and Pine Falls Div. in Man.) and Abitibi Forest Products Ltd. (Sturgeon Falls and Thunder Bay Oct. Divs.) and Office Employees (AFL-CIO/CLC)	Oct.	7
Abitibi Provincial Paper (Div. of Abitibi Paper Co. Ltd.), Thunder Bay and Cdn. Paperworkers (CLC)	Dec.	8
Canadian International Paper Co., Container Div. and Single Service Div., Burlington, London, Markham and Rexdale, Ont. and Pointe aux Trembles, Que. and Cdn. Paperworkers (CLC) and Cdn. Chemical Workers (Ind.)	Aug.	5
Canadian International Paper Co., Gatineau, Trois Rivieres and La Tuque, Que. and Hawkesbury, Ont. and New Brunswick International Paper Co., Dalhousie, N.B. and Cdn. Paperworkers (CLC) and Electrical Workers (IBEW) (AFL-CIO/CLC)	June	3
Continental Group of Canada Ltd., Guelph, London and Toronto and Cdn. Chemical Workers (Ind.) and Cdn. Paperworkers (CLC)	Sept.	6
DRG Packaging (Div. of DRG Ltd.), Toronto and Printing and Graphic Communications (AFL-CIO/CLC) (printing empls.)	Oct.	7

INDUSTRY, EMPLOYER AND UNION

ISSUE PAGE

PAPER AND ALLIED (Cont'd)

Domtar Fine Papers Ltd., Cornwall, St. Catharines and Toronto and Cdn. Paperworkers (CLC)	Sept.	615
Domtar Inc., Packaging Group, Kraft Paper and Board Div., Red Rock and Cdn. Paperworkers (CLC)	Oct.	709
Domtar Packaging Ltd., Corrugated Containers Div., Toronto and Cdn. Paperworkers (CLC)	Aug.	544
E. B. Eddy Forest Products Ltd., Espanola and Cdn. Paperworkers (CLC)	Sept.	617
E. B. Eddy Forest Products Ltd., Hull, Que. and Ottawa, Ont. and Cdn. Paperworkers (CLC) and Machinists (AFL-CIO/CLC)	Aug.	540
Great Lakes Paper Co., Ltd., Thunder Bay and Cdn. Paperworkers (CLC)	Sept.	618
Kimberly-Clark of Canada Ltd. (Pulp and Forest Products Div.), Terrace Bay and United Paperworkers (AFL-CIO/CLC) (mill empls.)	July	463
Kruger Pulp and Paper Ltd., Packaging Div., Rexdale and Cdn. Paperworkers (CLC) (hourly-paid empls.)	Dec.	882
Nashua Canada Ltd., Peterborough and Printing and Graphic Communications (AFL-CIO/CLC)	June	359
Ontario Paper Co. Ltd., Thorold and Cdn. Paperworkers (CLC) and Longshoremen (AFL-CIO/CLC)	Aug.	542
Reed Ltd. (Dryden Operations) and Cdn. Paperworkers (CLC) and Intl. Operating Engineers (AFL-CIO/CLC)	Dec.	846
Reed Packaging Ltd., Toronto and Printing and Graphic Communications (AFL-CIO/CLC)	Oct.	710
Somerville Belkin Industries Ltd., London and Cdn. Chemical Workers (Ind.)	Sept.	621
Spruce Falls Power and Paper Co., Ltd. and Kimberly-Clark of Canada Ltd., Kapuskasing and Cdn. Paperworkers (CLC) and Electrical Workers (IBEW) (AFL-CIO/CLC)	Sept.	619

PRINTING, PUBLISHING AND ALLIED

Carlton Cards Ltd., Toronto and Independent Greeting Card Workers (plant production empls.)	June	359
Council of Printing Industries of Canada on behalf of 31 employers, Toronto and area and Graphic Arts Union (AFL-CIO/CLC) (bookbinders)	Apr.	196
Council of Printing Industries of Canada, Hamilton, London, Ottawa and Toronto, Ont. and Montreal, Que. and Graphic Arts Union (AFL-CIO/CLC) (lithography empls. and photoengravers)	Mar.	119
Council of Printing Industries of Canada, Toronto and Typographical Union (AFL-CIO/CLC)	July	465
The Globe and Mail Ltd. (Editorial, Maintenance-Delivery and Circulation Depts.), Toronto and Newspaper Guild (AFL-CIO/CLC)	Jan.	7
Moore Corp. Ltd., Moore Business Forms Div., Fergus and Printing and Graphic Communications (AFL-CIO/CLC)	Sept.	622
Toronto Star Newspapers Ltd. and Newspaper Guild (AFL-CIO/CLC)	June	360

PRIMARY METAL

Alcan Canada Products Ltd., Kingston and Steelworkers (AFL-CIO/CLC) (production empls.) and Machinists (AFL-CIO/CLC) (maintenance and die shop empls.)	Oct.	711
Algoma Steel Corp. Ltd., Sault Ste. Marie and Steelworkers (AFL-CIO/CLC) (clerical and technical empls.)	Aug.	545
Algoma Steel Corp. Ltd., Sault Ste. Marie and Steelworkers (AFL-CIO/CLC) (production and maintenance empls.)	Aug.	546

INDUSTRY, EMPLOYER AND UNION

ISSUE PAGE

PRIMARY METAL (Cont'd)

Anaconda Canada Ltd., New Toronto and Auto Workers (CLC) (plant empls.)	Jan.	
Anaconda Canada Ltd., New Toronto and Auto Workers (CLC) (plant empls.)	Apr.	1
Canron Ltd., Burlington St. and Stuart St. Plants, Hamilton and Steelworkers (AFL-CIO/CLC)	July	4
Chromasco Ltd., Haley and Steelworkers (AFL-CIO/CLC)	Mar.	1
Eastern Steelcasting, a div. of Ivaco Ltd./Ltee and Ivaco Rolling Mills, a div. of Ivaco Ltd./Ltee, L'Orignal and Steelworkers (AFL-CIO/CLC)	Dec.	8
Eldorado Nuclear Ltd., Port Hope and Steelworkers (AFL-CIO/CLC)	Sept.	6
Holmes Foundry Ltd., Sarnia and Auto Workers (CLC)	June	4
Inco Ltd., Port Colborne and Steelworkers (AFL-CIO/CLC) (hourly-rated plant empls.)	Sept.	6
International Malleable Iron Co. Ltd., Guelph and Steelworkers (AFL-CIO/CLC)	Feb.	
International Malleable Iron Co. Ltd., Guelph and Steelworkers (AFL-CIO/CLC)	Sept.	6
Kelsey-Hayes Canada Ltd. (Eureka Foundry Plant), Woodstock and Auto Workers (CLC)	Apr.	1
Standard Tube Canada Ltd., Woodstock and Auto Workers (CLC) (hourly-rated empls.)	Feb.	
Stanton Pipes Ltd., Hamilton and Steelworkers (AFL-CIO/CLC)	Sept.	6
Steel Co. of Canada Ltd. (Hilton Works), Hamilton and Steelworkers (AFL-CIO/CLC) (plant empls.)	July	4
Steel Co. of Canada Ltd., Page-Hersey Works and Welland Tube Works, Welland and Electrical Workers (UE) (CLC)	Nov.	7
Union Carbide Canada Ltd. (Carbon Plant and Metals Plant), Welland and Electrical Workers (UE) (CLC) (hourly-rated empls.)	May	2

METAL FABRICATING

Aluminum Goods (Div. of Alcan Canada Products Ltd.), Toronto and Steelworkers (AFL-CIO/CLC)	Nov.	7
American Can of Canada Ltd., Hamilton and Simcoe, Ont. and Montreal, Que. and CLC-Chartered Locals (Can Workers' Federal Unions)	Feb.	
American Can of Canada Ltd., Malton and Sheet Metal Workers (AFL-CIO/CLC)	Oct.	7
Anchor Cap and Closure Corp. of Canada Ltd., Toronto and Plasticap Ltd. & Premier Plastics Ltd., Richmond Hill and Electrical Workers (UE) (CLC)	Jan.	
Babcock & Wilcox Canada Ltd., Cambridge and Steelworkers (AFL-CIO/CLC) (plant empls.)	Sept.	6
Wallace Barnes Co. Ltd., Hamilton and Steelworkers (AFL-CIO/CLC)	June	3
Canada Forgings Ltd., Welland and Auto Workers (CLC)	June	3
Canadian Bridge Div., Hawker Industries Ltd., Windsor and Steelworkers (AFL-CIO/CLC) (hourly-rated empls.)	June	3
Canadian Coleman Co. Ltd., Toronto and Federal Union (CLC)	Oct.	7
Central Stampings Ltd., Windsor and Auto Workers (CLC)	Jan.	
Crane Canada Ltd., Brantford and Steelworkers (AFL-CIO/CLC)	Apr.	2
Crown Cork and Seal Co. Ltd., Concord and Steelworkers (AFL-CIO/CLC)	June	3
Decor Metal Products, Midland and Auto Workers (CLC)	Jan.	
Dominion Chain Co., Div. of Welland Forge Ltd., Stratford and Machinists (AFL-CIO/CLC)	Dec.	8
Emco Ltd., London and Steelworkers (AFL-CIO/CLC)	Feb.	
Emco Ltd., London and Steelworkers (AFL-CIO/CLC)	Sept.	6
John T. Hepburn, Ltd., Mississauga and Toronto and Steelworkers (AFL-CIO/CLC) (hourly-rated empls.)	Oct.	7
International Hardware Co. of Canada Ltd., Belleville and Molders (AFL-CIO/CLC) (production and office empls.)	Aug.	5

<u>INDUSTRY, EMPLOYER AND UNION</u>	<u>ISSUE</u>	<u>PAGE</u>
METAL FABRICATING (Cont'd)		
Newman Steel Ltd., Oakville, St. Catharines, Stoney Creek and Sudbury and Steelworkers (AFL-CIO/CLC)	Nov.	775
Niagara Structural Steel (St. Catharines) Ltd. and Steelworkers (AFL-CIO/CLC) (fabrication plant empls.)	Dec.	850
O&K Orenstein & Koppel Canada Ltd., Dundas and Machinists (AFL-CIO/CLC) (production and maintenance empls.)	Aug.	577
Procor Ltd., Oakville and Boilermakers (AFL-CIO/CLC)	June	361
Rheem Canada Ltd., Hamilton and Oakville and Steelworkers (AFL-CIO/CLC)	Jan.	9
Rheem Canada Ltd., Hamilton and Oakville and Steelworkers (AFL-CIO/CLC)	Nov.	777
Richards-Wilcox of Canada Ltd., London and Machinists (AFL-CIO/CLC)	Jan.	10
P. L. Robertson Mfg., Div. of Procor Ltd., Milton and Steelworkers (AFL-CIO/CLC)	Oct.	712
Steel Co. of Canada Ltd. (various finishing mills), Hamilton, Brantford, Toronto and Gananoque, Ont., and Montreal, Lachine and Contrecoeur, Que. and Steelworkers (AFL-CIO/CLC) (mill empls.)	July	469
Sterling Packaging Products Ltd., Scarborough and Printing and Graphic Communications (AFL-CIO/CLC) (hourly-rated empls.)	June	365
Supreme Aluminum Industries Ltd., Scarborough and Pickering and Employee Council Representatives of Supreme Aluminum Industries Ltd. (Ind.)	Mar.	121
Tridon Ltd., Burlington and Employees' Assn. (Ind.)	Dec.	851
United-Carr, Div. of TRW Canada, Ltd., Brantford and Employees' Assn. (Ind.)	July	468
Westeel-Rosco Ltd., Toronto and Steelworkers (AFL-CIO/CLC)	Aug.	547
Winchester-Western (Canada) Ltd., Cobourg and Machinists (AFL-CIO/CLC)	Oct.	714
John Wood Ltd., Toronto Plant and Auto Workers (CLC)	Mar.	121
MACHINERY		
Allis Chalmers Canada Ltd., Stephens-Adamson Div., Belleville and Steelworkers (AFL-CIO/CLC)	Sept.	627
Bata Engineering, a Div. of Bata Industries Ltd., Batawa and Machinists (AFL-CIO/CLC)	May	273
Canadian Blower/Canada Pumps Ltd., Kitchener and Steelworkers (AFL-CIO/CLC)	Apr.	200
Champion Road Machinery Ltd., Goderich and Machinists (AFL-CIO/CLC)	July	469
Clark Equipment of Canada Ltd., St. Thomas and Machinists (AFL-CIO/CLC)	June	366
Cooper Energy Services Ltd., Stratford and Machinists (AFL-CIO/CLC)	Sept.	628
Howden Parsons Ltd., Toronto and Boilermakers (AFL-CIO/CLC)	Feb.	64
Mathews Conveyer Co., a div. of Rexnord Canada Ltd., Cobourg and Port Hope and Machinists (AFL-CIO/CLC)	Sept.	628
Otis Elevator Co. Ltd., Hamilton and Steelworkers (AFL-CIO/CLC)	May	273
TRANSPORTATION EQUIPMENT		
American Motors (Canada) Ltd., Brampton and Auto Workers (CLC) (production and maintenance empls.)	Sept.	629
Canadian Fram Ltd., Chatham and Auto Workers (CLC)	Aug.	549
Collingwood Shipyards Div. of Cdn. Shipbuilding and Engineering Ltd., Collingwood and Steelworkers (AFL-CIO/CLC)	Aug.	551
Daal Specialties (Canada) Ltd., Collingwood and Auto Workers (CLC) (production empls.)	Feb.	70
Dayton-Walther Co. Ltd., Guelph and Steelworkers (AFL-CIO/CLC)	Nov.	778

INDUSTRY, EMPLOYER AND UNION

ISSUE PAGE

TRANSPORTATION EQUIPMENT (Cont'd)

The de Havilland Aircraft of Canada Ltd., Toronto and Auto Workers (CLC)	Oct.	7
Gabriel of Canada Ltd., Mississauga and Machinists (AFL-CIO/CLC) (plant empls.)	Apr.	2
Glendale Corp. (R.V. Div.), Strathroy and Machinists (AFL-CIO/CLC)	Aug.	5
Gould Manufacturing of Canada Ltd., Mechanical Products Div., St. Thomas and Machinists (AFL-CIO/CLC)	June	3
Hawker Siddeley Canada Ltd., Orenda Div., Mississauga and Machinists (AFL-CIO/CLC)	Oct.	7
International Harvester Co. of Canada Ltd., Chatham and Auto Workers (CLC) (clerical and technical empls.)	Feb.	6
MTD Products Ltd., Kitchener and Auto Workers (CLC)	Sept.	6
McDonnell Douglas Canada Ltd., Mississauga and Auto Workers (CLC) (production empls.)	June	3
National Steel Car Corp. Ltd., Hamilton and Steelworkers (AFL-CIO/CLC) (production empls.)	May	2
Port Weller Dry Docks Ltd. (A Div. of Upper Lakes Shipping Ltd.), St. Catharines and Boilermakers (AFL-CIO/CLC) and Electrical Workers (IBEW) (AFL-CIO/CLC)	July	4
S.K.D. Manufacturing Co. Ltd., Amherstburg and Auto Workers (CLC)	Feb.	7
Spar Aerospace Products Ltd., Toronto and Auto Workers (CLC)	Feb.	6
WABCO Ltd., Stoney Creek Plant and Electrical Workers (UE) (CLC) (hourly-rated empls.)	Oct.	7
Weatherhead Co. of Canada Ltd., St. Thomas and Machinists (AFL-CIO/CLC)	June	3

ELECTRICAL PRODUCTS

Beach Appliances International Ltd., Ottawa and Auto Workers (CLC)	Feb.	7
Canada Wire and Cable Ltd., Simcoe and Steelworkers (AFL-CIO/CLC) (hourly-rated empls.)	Apr.	2
Canadian Admiral Corp. Ltd., Mississauga and Electrical Workers (IUE) (AFL-CIO/CLC) (hourly-rated empls.)	Mar.	1
Canadian Appliance Manufacturing Co. Ltd., Hamilton and Electrical Workers (UE) (CLC) (production empls.)	June	3
Canadian Appliance Manufacturing Co. Ltd., London and Steelworkers (AFL-CIO/CLC) (production and office empls.)	Oct.	7
Canadian Appliance Manufacturing Co. Ltd., Weston and Steelworkers (AFL-CIO/CLC) (production and office empls.)	Aug.	5
Canadian Chromalox Co., Ltd., Toronto and Auto Workers (CLC) (production empls.)	May	2
Canadian General Electric Co. Ltd., Cobourg, Oakville, Peterborough and Toronto, Ont. and Montreal and St. Andre, Que. and the Montreal Armature Co. Ltd., Montreal, Que. and Electrical Workers (IUE) (AFL-CIO/CLC) (salaried, hourly and incentive workers, full and part-time)	Mar.	1
Canadian General Electric Co. Ltd., Barrie, Burlington, Guelph, Peterborough, Toronto and Trenton and Electrical Workers (UE) (CLC) (plant empls.)	Jan.	1
Canadian General Electric Co. Ltd., Guelph, Peterborough, Scarborough and Toronto and Technical Engineers (AFL-CIO/CLC) (draftsmen)	Mar.	1
Crouse-Hinds Canada Ltd., Toronto and Auto Workers (CLC)	Apr.	2
Electrohome Ltd., Cambridge and Electrical Workers (IBEW) (AFL-CIO/CLC) (hourly-rated empls.)	Dec.	8
Electrohome Ltd., Kitchener and Waterloo and Electrical Workers (IBEW) (AFL-CIO/CLC) (plant empls.)	Nov.	7
George W. Endress Co. Ltd., Brantford and Clothing and Textile Workers (AFL-CIO/CLC)	Dec.	8

INDUSTRY, EMPLOYER AND UNION

ISSUE PAGE

ELECTRICAL PRODUCTS (Cont'd)

Ferranti-Packard Ltd., Toronto and Electrical Workers (UE) (CLC)	May	276
Ferranti-Packard Ltd. (St. Catharines Div.) and Steelworkers (AFL-CIO/CLC)	May	277
GSW Ltd./Ltee, Fergus, Hamilton, London and Stoney Creek, Ont. and Montreal, Que. and Steelworkers (AFL-CIO/CLC) (office and plant empls.)	Aug.	553
GTE Automatic Electric (Canada) Ltd., Brockville and Electrical Workers (IUE) (AFL-CIO/CLC)	June	373
Hammond Manufacturing Co. Ltd., Guelph and Puslinch Twp. and Employees' Assn. (Ind.) (plant and warehouse empls.)	Sept.	633
I-T-E Industries Ltd., Power Equipment Group, Mississauga and Electrical Workers (IBEW) (AFL-CIO/CLC)	Mar.	126
I-T-E Industries Ltd., Power Equipment Group, Mississauga and Electrical Workers (IBEW) (AFL-CIO/CLC)	Dec.	854
Philips Electronics Ltd., Strathroy Furniture Div. and Christian Labour Assn. (Ind.)	Oct.	719
Phillips Cables Ltd., Brockville and Electrical Workers (IUE) (AFL-CIO/CLC)	Aug.	554
Pirelli Cables Ltd., Guelph and Steelworkers (AFL-CIO/CLC)	May	279
RCA Ltd., Midland and Electrical Workers (IUE) (AFL-CIO/CLC)	June	374
RCA Ltd., Prescott and Electrical Workers (IUE) (AFL-CIO/CLC)	June	372
Sangamo Co. Ltd., Toronto and Machinists (AFL-CIO/CLC)	Mar.	126
Smith & Stone Ltd., Georgetown and Auto Workers (CLC)	Dec.	856
Sunbeam Corp. (Canada) Ltd., Toronto and Federal Labour Union (CLC)	June	372
Westinghouse Canada Ltd., Hamilton and Electrical Workers (UE) (CLC) (hourly-rated empls.)	Sept.	634
Westinghouse Canada Ltd., Hamilton and Electrical Workers (UE) (CLC) (office and clerical empls.)	Dec.	855
Westinghouse Canada Ltd., London and Electrical Workers (UE) (CLC)	May	278
Xerox of Canada Ltd., Manufacturing and Distribution Centre, Mississauga and Clothing and Textile Workers (AFL-CIO/CLC)	Jan.	31

NON-METALLIC MINERAL PRODUCTS

American-Standard, a div. of Wabco-Standard Ltd. (Pottery Div.), Toronto and Potters (AFL-CIO/CLC) (production and maintenance empls.)	June	378
Canada Building Materials Ltd. and 8 other companies in the Toronto area and Teamsters (Ind.) (ready mix concrete empls.)	June	377
Canada Cement Lafarge Ltd., Brookfield, N.S., Havelock, N.B., Hull, Que. and Woodstock, Ont. and Cement Workers (AFL-CIO/CLC) (production and maintenance empls.)	Nov.	815
Canadian Carborundum Co. Ltd., Niagara Falls and Steelworkers (AFL-CIO/CLC)	July	470
Canadian Johns-Manville Co. Ltd., Toronto and Cdn. Chemical Workers (Ind.)	May	280
Canadian Ohio Brass Co. Ltd., Niagara Falls and Intl. Chemical Workers (AFL-CIO)	Mar.	159
Canadian Pittsburgh Industries Ltd., Owen Sound and Glass and Ceramic Workers (AFL-CIO/CLC)	Jan.	13
Certified Automotive Products (Central) Ltd., Toronto and Steelworkers (AFL-CIO/CLC)	Dec.	858
Domglas Ltd., Bramalea and Glass and Ceramic Workers (AFL-CIO/CLC) (plant empls.)	Jan.	13
Domtar Inc., Domtar Construction Materials/Gypsum Products, Caledonia and Steelworkers (AFL-CIO/CLC)	June	376
Duplicate Canada Ltd., Hawkesbury and Oshawa and Auto Workers (CLC) (hourly-rated empls.)	Apr.	203
Exolon Co. of Canada Ltd., Thorold and Cdn. Chemical Workers (Ind.)	July	471

INDUSTRY, EMPLOYER AND UNION

ISSUE PAGE

NON-METALLIC MINERAL PRODUCTS (Cont'd)

Fiberglas Canada Ltd., Sarnia and Oil, Chemical and Atomic Workers (AFL-CIO/CLC) (hourly-rated empls.)	Feb.	7
Lake Ontario Cement Ltd., Sophiasburgh and Toronto and Cement Workers (AFL-CIO/CLC)	Mar.	12
Norton Co., Electric Furnace Plants, Niagara Falls and Intl. Chemical Workers (AFL-CIO) (hourly-rated and piecework empls.)	June	37
Pilkington Brothers (Canada) Ltd., Scarborough and Glass and Ceramic Workers (AFL-CIO/CLC)	June	37
St. Lawrence Cement Co. (Mississauga Plant, Ogden Point Quarry and Cement Distributing Depots), Mississauga and Cement Workers (AFL-CIO/CLC) (hourly-rated empls.)	Sept.	63

PETROLEUM AND COAL PRODUCTS

Gulf Canada Ltd., Clarkson Refinery, Mississauga and Oil, Chemical and Atomic Workers (AFL-CIO/CLC)	June	38
Shell Canada Ltd. (Sarnia Refinery), Corunna and Oil, Chemical and Atomic Workers (AFL-CIO/CLC)	May	28

CHEMICAL AND CHEMICAL PRODUCTS

Canadian Industries Ltd., Industrial Chemicals Div., Cornwall and Steelworkers (AFL-CIO/CLC)	Mar.	12
Canadian Industries Ltd. (York Works), Toronto and Steelworkers (AFL-CIO/CLC)	Jan.	1
Connaught Laboratories Ltd., Bolton and Toronto and Employees' Assn. (Ind.)	June	38
Dow Chemical of Canada Ltd., Sarnia and Oil, Chemical and Atomic Workers (AFL-CIO/CLC) (plant empls.)	Mar.	12
Du Pont of Canada Ltd., Nipissing Works, North Bay and Nipissing Independent Union	May	30
Lever Detergents Ltd., Toronto and Intl. Chemical Workers (AFL-CIO)	Mar.	12
Polysar Corp. Ltd., Sarnia and Oil, Chemical and Atomic Workers (AFL-CIO/CLC) (hourly-rated empls.)	Feb.	7
Sterling Drug Ltd., Aurora and Oil, Chemical and Atomic Workers (AFL-CIO/CLC)	July	47
TCF of Canada Ltd., Cornwall and Clothing and Textile Workers (AFL-CIO/CLC)	Sept.	63
Union Carbide Canada Ltd., Lindsay and Printing and Graphic Communications (AFL-CIO/CLC)	Aug.	55
Uniroyal Chemical, Div. of Uniroyal Ltd., Elmira and Steelworkers (AFL-CIO/CLC) (hourly-rated empls.)	Dec.	85

MISCELLANEOUS MANUFACTURING

Atomic Energy of Canada Ltd., Commercial Products, Ottawa and Ottawa Atomic Workers Union (CLC)	Sept.	63
Computing Devices Co., a div. of Control Data Canada, Ltd., Ottawa and Stittsville and Employees' Assn. (Ind.) (clerical, plant and technical empls.)	Oct.	72
Cooper Canada Ltd., Toronto and Potters (AFL-CIO/CLC) (plant and warehouse empls.)	Sept.	63
Coro (Canada) Ltd., Toronto and Metal Polishers (AFL-CIO/CLC) (hourly-rated empls.)	Jan.	3
General Mills Canada Ltd., Parker Bros. Div., Vaughan Twp. and Doll and Toy Workers (AFL-CIO/CLC)	June	38

INDUSTRY, EMPLOYER AND UNION

ISSUE PAGE

MISCELLANEOUS MANUFACTURING (Cont'd)

Honeywell Ltd., Scarborough and Auto Workers (CLC) (hourly-rated empls.)	Mar.	129
Kodak Canada Ltd., Mount Dennis and Brampton and Employees' Assn. (Ind.) (production and distribution empls.)	Apr.	205
Monsanto Canada Ltd., Woodbridge and Clothing and Textile Workers (AFL-CIO/CLC)	Sept.	637
RCA Ltd., Smiths Falls and Electrical Workers (IUE) (AFL-CIO/CLC)	June	383
Robertshaw Controls (Canada) Ltd., Toronto and Electrical Workers (UE) (CLC)	Jan.	15
Sheller-Globe of Canada, Ltd. (Canadian Steering Wheel Div.), Brampton and Auto Workers (CLC)	Dec.	860
Westclox Canada Ltd., Peterborough and Electrical Workers (IUE) (AFL-CIO/CLC)	May	281

FORESTRY

Abitibi Paper Co. Ltd. (Lakehead Woodlands Div., Iroquois Falls Woods Div. and White River Woods Div.) and Carpenters (AFL-CIO/CLC)	Dec.	861
Great Lakes Paper Co. Ltd., Thunder Bay and Carpenters (AFL-CIO/CLC) (woods operations)	Oct.	721
Kimberly-Clark of Canada Ltd. (Pulp and Forest Products Div.), Longlac and Carpenters (AFL-CIO/CLC) (woods empls.)	Dec.	863
Reed Ltd., Forestry and Wood Products Group, Dryden and Carpenters (AFL-CIO/CLC) (woods operations)	Dec.	863
Spruce Falls Power and Paper Co., Ltd., Kapuskasing and Carpenters (AFL-CIO/CLC) (woods empls.)	Dec.	865

MINES

Algoma Ore Div. of the Algoma Steel Corp. Ltd., Wawa and Steelworkers (AFL-CIO/CLC) (production and maintenance empls.)	Aug.	556
Caland Ore Co. Ltd., Atikokan and Steelworkers (AFL-CIO/CLC)	June	383
Canadian Rock Salt Co. Ltd. (Ojibway Mine), Windsor and Auto Workers (CLC)	May	282
Cliffs of Canada Ltd. (Adams Mine at Kirkland Lake and Sherman Mine at Temagami) and Steelworkers (AFL-CIO/CLC) (2 bargaining units at Adams Mine - production/maintenance and office/clerical/technical; 1 bargaining unit at Sherman Mine - production/maintenance)	Apr.	206
Dome Mines Ltd., South Porcupine and Steelworkers (AFL-CIO/CLC) (mine, mill and plant empls.)	July	472
Domtar Inc., Domtar Chemicals Group, Sifto (R) Salt Div., Goderich Mine and Cdn. Chemical Workers (Ind.)	June	385
Falconbridge Nickel Mines Ltd., Falconbridge and Mine, Mill and Smelter Workers' Union (Ind.) (hourly-rated empls.)	Nov.	779
Griffith Mine, Pickands Mather & Co., Bruce Lake and Steelworkers (AFL-CIO/CLC)	Sept.	639
Kerr Addison Mines Ltd., Virginiatown and Employees' Assn. (Ind.)	May	282
Mattabi Mines Ltd., Ignace and Steelworkers (AFL-CIO/CLC) (mine and plant empls.)	July	473
National Steel Corp. of Canada Ltd., Capreol and Parry Sound and Steelworkers (AFL-CIO/CLC)	Mar.	130
Steep Rock Iron Mines Ltd., Atikokan and Steelworkers (AFL-CIO/CLC)	June	384
Willroy Mines Ltd. (Macassa Div.), Kirkland Lake and Steelworkers (AFL-CIO/CLC)	Jan.	30

INDUSTRY, EMPLOYER AND UNION

ISSUE PAGE

TRANSPORTATION

Air Canada, system-wide and Air Line Flight Attendants (CLC)	Jan.	16
Air Canada, system-wide and Air Line Flight Attendants (CLC)	Oct.	72
Air Canada, system-wide and Air Line Pilots (Ind.)	Sept.	64
Air Canada, system-wide and Cdn. Air Line Employees' Assn. (CLC) (sales dept. empls.)	Dec.	86
Air Canada, system-wide and Machinists (AFL-CIO/CLC) (maintenance, customer service and purchasing & supply branches)	Sept.	64
Canadian Lake Carriers Assn., Great Lakes and St. Lawrence and Merchant Service Guild (CLC) (deck officers)	Nov.	78
Canadian Lake Carriers Assn., Great Lakes and St. Lawrence and Seafarers (AFL-CIO/CLC) (unlicensed personnel)	June	38
Canadian Pacific Air Lines Ltd., system-wide and Air Line Flight Attendants (CLC)	Mar.	13
Canadian Pacific Air Lines Ltd., system-wide and Machinists (AFL-CIO/CLC) (air transportation, field maintenance and shop and stores empls.)	Sept.	64
Canadian Pacific Express Ltd., Atlantic, Eastern and Western Regions and Railway Clerks (AFL-CIO/CLC) (warehousemen, drivers, mechanics, clerks, etc.)	Apr.	20
City Parking Holdings Ltd., Toronto and Service Employees (AFL-CIO/CLC)	Sept.	67
General Aviation Services Ltd., Toronto and Machinists (AFL-CIO/CLC)	Apr.	20
Hamilton Street Railway Co. and Transit Union (AFL-CIO/CLC) (hourly-rated empls.)	Apr.	21
London Transportation Commission and Transit Union (AFL-CIO/CLC)	Aug.	55
Maritime Employers Assn., Toronto Harbour Commissioners and Hamilton Harbour Commissioners, Toronto and Hamilton and Longshoremen (AFL-CIO/CLC)	May	28
Mississauga City Corp., Transit Dept. and Transit Union (AFL-CIO/CLC) (line bus drivers, garage maintenance and service empls.)	Sept.	64
Ottawa-Carleton Regional Transit Commission, Ottawa and Transit Union (AFL-CIO/CLC) (bus operators, etc.)	Mar.	13
The Railway Assn. of Canada, Canadian National Railways, Canadian Pacific Railways and other railways, system-wide and Associated Railway Unions (17 Unions - CLC, AFL-CIO/CLC and Ind.)	Apr.	20
The St. Lawrence Seaway Authority, Ont. and Que. and Railway, Transport and General Workers (CLC) (Operational and Maintenance Agreement and Headquarters Agreement)	May	28
Toronto Transit Commission and Gray Coach Lines and Transit Union (AFL-CIO/CLC), CUPE (CLC) and Machinists (AFL-CIO/CLC)	Nov.	78
Transit Windsor (wage reopener) and Transit Union (AFL-CIO/CLC)	Aug.	57
Upper Lakes Shipping Ltd., operating in the Great Lakes, St. Lawrence and coastal area and Railway, Transport and General Workers (CLC) (uncertificated personnel)	Sept.	64

STORAGE

Lakehead Terminal Elevators Assn. (Cargill Grain Co. Ltd., Manitoba Pool Elevators, Parrish and Heimbecker Ltd., Richardson Terminals Ltd., Saskatchewan Wheat Pool and United Grain Growers Ltd.), Thunder Bay and Railway Clerks (AFL-CIO/CLC)	Mar.	13
Saskatchewan Wheat Pool, Thunder Bay, Ont., Winnipeg, Man., Regina, Sask. and Vancouver, B.C. and Grain Services Union (CLC) (Country Elevator Div., Head Office Div., Printing and Publishing Div., Livestock Div. and Construction and Repair Div.)	May	28

<u>INDUSTRY, EMPLOYER AND UNION</u>	<u>ISSUE</u>	<u>PAGE</u>
COMMUNICATION		
Bell Canada, Que. and Ont. and Cdn. Telephone Employees (Ind.) (clerical and associated empls.)	Nov.	783
Bell Canada, Que. and Ont. and Cdn. Telephone Employees (Ind.) (communications sales empls.)	Nov.	784
Bell Canada, Nfld., Que., Ont. and N.W.T. (wage reopener) and Communications Workers of Canada (CLC) (craft and services empls.)	June	387
Canadian Broadcasting Corp., Canada-wide and Broadcast Employees (NABET) (CLC) (technical unit)	Jan.	17
Canadian Broadcasting Corp., Canada-wide and Broadcast Employees (NABET) (CLC) (technical unit)	Aug.	558
Canadian Broadcasting Corp., Canada-wide and CUPE (CLC) (office and professional empls.)	July	474
Canadian Broadcasting Corp., Canada-wide and CUPE (CLC) (office and professional empls.)	Aug.	557
Canadian Broadcasting Corp., Canada-wide and CUPE (CLC) (TV production empls. in the English Services Div. and Ottawa area)	July	475
Canadian Broadcasting Corp., Canada-wide and CUPE (CLC) (TV production empls. in the English Services Div. and Ottawa area)	Aug.	558
Canadian Broadcasting Corp., Canada-wide and Newspaper Guild (AFL-CIO/CLC)	Feb.	85
Northern Telephone Ltd., province-wide and Communications Workers of Canada (CLC)	Sept.	644
ELECTRIC POWER, GAS AND WATER UTILITIES		
The Consumers' Gas Co., Toronto and other centres and Independent Gas Workers' Union (operations empls.)	Aug.	561
The Consumers' Gas Co., Toronto and other centres and Intl. Chemical Workers (AFL-CIO) (office and clerical empls.)	Jan.	18
Hamilton City Hydro-Electric Commission and Electrical Workers (IBEW) (AFL-CIO/CLC)	June	388
London City Public Utilities Commission and CUPE (CLC)	Jan.	17
North York Borough Hydro Electric Commission and CUPE (CLC) (outside and inside empls.)	July	475
Ontario Hydro, province-wide and CUPE (CLC)	May	285
Ontario Hydro, Richard L. Hearn G.S. Unit, Toronto and Cdn. Operating Engineers (CCU)	Aug.	559
Scarborough Borough Public Utilities Commission (Hydro Div., Water Works Div. and Garage Div.) and Electrical Workers (IBEW) (AFL-CIO/CLC)	Aug.	560
The Toronto Electric Commissioners and Toronto Hydro-Electric System and CUPE (CLC) (hourly-rated, clerical and technical empls.)	Apr.	212
Union Gas Ltd., southwestern Ontario and Cdn. Chemical Workers (Ind.) and Oil, Chemical and Atomic Workers (AFL-CIO/CLC) (hourly-rated and clerical empls.)	Jan.	19
Windsor Utilities Commission and Electrical Workers (IBEW) (AFL-CIO/CLC)	Aug.	560
WHOLESALE TRADE		
Crothers Ltd., Toronto and Auto Workers (CLC)	May	287
Drug Trading Co. Ltd. and Druggists' Corp. Ltd., Toronto and Cdn. Chemical Workers (Ind.) (office and clerical and warehouse empls.)	Oct.	723
Ontario Produce Co. Ltd., Ont. Food Div. of Oshawa Group Ltd., Malton and Toronto and Teamsters (Ind.) (warehousing, building and equipment and garage maintenance empls.)	June	426
Samuel, Son & Co. Ltd., Mississauga and Steelworkers (AFL-CIO/CLC)	May	287

INDUSTRY, EMPLOYER AND UNION

ISSUE PAGE

RETAIL TRADE

Canada Safeway Ltd., Belleville, Sault Ste. Marie, Toronto and other centres and Retail Clerks (AFL-CIO/CLC) (full and part-time empls.)	Dec.	86
Dominion Stores Ltd., Amherstburg and Windsor and Steelworkers (AFL-CIO/CLC) (full and part-time retail food empls.)	Oct.	78
Dominion Stores Ltd., Guelph, Kitchener, Midland and Waterloo and K-Mart Plaza, Waterloo Twp. and Retail Clerks (AFL-CIO/CLC)	Nov.	78
Dominion Stores Ltd., Sarnia and Steelworkers (AFL-CIO/CLC)	Oct.	72
Dominion Stores Ltd., Sudbury and Retail, Wholesale and Department Store Union (AFL-CIO/CLC) (part-time empls.)	Oct.	72
Dominion Stores Ltd., Toronto and Retail, Wholesale and Department Store Union (AFL-CIO/CLC) (warehouse empls. and truck drivers, full and part-time)	Sept.	64
Dominion Stores Ltd., Toronto and various other centres in southern Ontario and Retail, Wholesale and Department Store Union (AFL-CIO/CLC) (full and part-time empls.)	Sept.	64
Dominion Stores Ltd., various centres in northern Ontario and Retail, Wholesale and Department Store Union (AFL-CIO/CLC) (full and part-time retail empls.)	Sept.	64
The Great Atlantic & Pacific Co. of Canada Ltd., province-wide and Foodworkers (AFL-CIO/CLC)	Oct.	72
Hiway Market Ltd., Kitchener and Waterloo and Retail Clerks (AFL-CIO/CLC)	Nov.	78
Loblaws Ltd., Barrie, Chatham, Hamilton, Kingston, London, St. Catharines and Toronto and Foodworkers (AFL-CIO/CLC) (full and part-time empls.)	Nov.	78
Loblaws Ltd., Brantford, Kingston, London, Ottawa, Sarnia and Windsor and Retail Clerks (AFL-CIO/CLC) (full and part-time empls.)	Nov.	78
Loblaws Ltd., various centres and Westfair Foods Ltd., Thunder Bay and Cdn. Retail Employees (CLC) (full and part-time empls.)	Sept.	64
Miracle Food Mart (Div. of Steinberg Inc.), various centres and Foodworkers (AFL-CIO/CLC) (retail food empls., full and part-time)	Sept.	65
Steinberg Inc., Ottawa and other centres, Ont. and Hull and Gatineau, Que. and Retail Clerks (AFL-CIO/CLC)	Nov.	79
Steinberg Inc. (Miracle Food Mart Div.), Toronto and Teamsters (Ind.) (distribution centres empls.)	Dec.	86
Steinberg Inc. (Miracle Mart Div.), Toronto and other centres and Foodworkers (AFL-CIO/CLC) (retail department store empls.)	Nov.	79
Thunder Bay Grocery Stores and Retail Clerks (AFL-CIO/CLC)	Sept.	65

FINANCE, INSURANCE AND REAL ESTATE

Ontario Housing Corp. and CUPE (CLC) (maintenance empls. in Metro Toronto)	June	38
Ontario Housing Corp. and all Housing Authorities, province-wide (except Metro Toronto) and CUPE (CLC) (office and maintenance empls.)	Oct.	72

EDUCATION AND RELATED SERVICES

Bruce County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Feb.	7
Bruce County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Nov.	79
Bruce County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Jan.	2
Carleton Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Dec.	86

INDUSTRY, EMPLOYER AND UNION

ISSUE PAGE

EDUCATION AND RELATED SERVICES (Cont'd)

Carleton Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	389
Carleton University, Ottawa and Academic Staff Assn. (Ind.) (professors, librarians and instructors)	Nov.	804
Carleton University, Ottawa and Support Staff Assn. (Ind.) (clerical, technical, administrative and service empls.)	Oct.	734
Dufferin County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	June	390
Dufferin-Peel Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Oct.	750
Durham Board of Education and CUPE (CLC) (caretaking and maintenance empls., cafeteria staff and bus drivers)	Sept.	653
Durham Board of Education and CUPE (CLC) (office and clerical empls.)	Sept.	653
Durham Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Oct.	729
Durham Region Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	390
Elgin County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	May	288
Essex County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	May	288
Essex County Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	391
Etobicoke Borough Board of Education and CUPE (CLC) (caretakers, matrons and maintenance empls.)	June	391
Frontenac County Board of Education and CUPE (CLC)	Jan.	20
Frontenac-Lennox and Addington County Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. (Ind.)	May	289
Halton Board of Education and CUPE (CLC) (caretakers and maintenance empls.)	July	476
Halton Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Apr.	213
Halton Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Sept.	654
Hamilton City Board of Education and CUPE (CLC) (caretaking and maintenance empls. and bus drivers)	Oct.	729
Hamilton City Board of Education and CUPE (CLC) (cleaners and cooking staff)	Oct.	730
Hamilton City Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Sept.	654
Hamilton-Wentworth Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Nov.	792
Hastings County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Nov.	793
Hastings County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Nov.	794
Hastings-Prince Edward County R.C.S.S. Board and Ont. English Catholic Teachers' Assn. (Ind.)	Nov.	794
Huron County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Nov.	816
Huron County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Apr.	214
Huron County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Aug.	583

INDUSTRY, EMPLOYER AND UNION	ISSUE	PAGE
EDUCATION AND RELATED SERVICES (Cont'd)		
Kent County Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	39
Lakehead Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Oct.	7
Lakehead Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Sept.	65
Lakehead Board of Education and Service Employees (AFL-CIO/CLC)	Feb.	7
Lakehead District Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. (Ind.)	Dec.	86
Lambton County Board of Education and CUPE (CLC)	Mar.	13
Lambton County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Sept.	65
Lambton County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	June	39
Lambton County R.C.S.S. Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	42
Lanark County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Sept.	65
Lanark County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Sept.	65
Leeds and Grenville County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Apr.	21
Lennox and Addington County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Sept.	65
Lincoln County Board of Education and CUPE (CLC) (maintenance, caretaking and cafeteria empls. and bus drivers, full and part-time)	Jan.	2
Lincoln County Board of Education and CUPE (CLC) (office, clerical and technical empls.)	Feb.	7
Lincoln County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Oct.	73
Lincoln County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Oct.	73
Lincoln County Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Jan.	2
Lincoln County Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Dec.	87
London City Board of Education and CUPE (CLC) (full and part-time empls.)	Apr.	21
London City Board of Education and CUPE (CLC) (office and clerical empls., full and part-time)	Oct.	73
London City Board of Education and Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Nov.	79
London City Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Jan.	2
London City Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Nov.	79
London & Middlesex County Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. (Ind.)	Nov.	79
McMaster University (Operations and Maintenance Unit and Machinists Unit), Hamilton and Service Employees (AFL-CIO/CLC)	Dec.	87
Metropolitan Separate School Board, Toronto and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Sept.	65
Metropolitan Toronto Library Board and CUPE (CLC) (office and clerical empls., full and part-time)	Aug.	56
Middlesex County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Nov.	79

INDUSTRY, EMPLOYER AND UNION

ISSUE PAGE

EDUCATION AND RELATED SERVICES (Cont'd)

Middlesex County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Oct.	732
Niagara South Board of Education and CUPE (CLC) (maintenance, services and plant operations empls.)	Mar.	134
Niagara South Board of Education and Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Sept.	659
Niagara South Board of Education and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Mar.	134
Nipissing Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Oct.	732
Nipissing Board of Education and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Nov.	797
Nipissing District Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Nov.	797
Norfolk Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	July	477
North York Borough Board of Education and CUPE (CLC) (caretakers and matrons)	Sept.	660
North York Borough Board of Education and CUPE (CLC) (office, clerical and technical empls.)	June	393
North York Public Library Board and CUPE (CLC)	Sept.	664
Ontario Council of Regents for Colleges of Applied Arts and Technology, province-wide and OPSEU (Ind.) (academic staff, librarians and counsellors)	Sept.	663
Ottawa Board of Education and CUPE (CLC) (office, clerical and technical empls.)	June	393
Ottawa Board of Education and Employees' Assn. (Ind.) (maintenance, services and plant operations empls.)	Mar.	135
Ottawa Roman Catholic Separate School Board and Hotel Employees (AFL-CIO/CLC) (maintenance, services and plant operations empls.)	Dec.	870
Ottawa Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Nov.	797
Oxford County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Sept.	660
Oxford County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	June	394
Peel Board of Education and CUPE (CLC) (office, clerical, library technicians and non-academic clerical lay assistants)	Oct.	733
Peel Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Mar.	136
Peel Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Nov.	798
Perth County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Mar.	137
Perth County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Oct.	733
Perth County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	May	289
Perth County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Sept.	661
Peterborough County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Sept.	662
Peterborough County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Nov.	798

INDUSTRY, EMPLOYER AND UNION

ISSUE PAGE

EDUCATION AND RELATED SERVICES (Cont'd)

Queen's University, Kingston and Kingston Heating and Maintenance Workers' Union (CLC)	June	40
Renfrew County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Apr.	21
Renfrew County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Nov.	79
Renfrew County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Oct.	73
Renfrew County Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Apr.	21
Ryerson Polytechnical Institute Board of Governors, Toronto and Graduate Assistants (Ind.) (part-time and sessional instructors)	May	29
Sault Ste. Marie Board of Education and CUPE (CLC) (Plant Dept. empls. and clerical workers)	May	28
Sault Ste. Marie Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	June	39
Sault Ste. Marie Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Oct.	73
Sault Ste. Marie District Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Dec.	87
Scarborough Borough Board of Education and CUPE (CLC) (full-time operations and maintenance empls.)	July	47
Scarborough Borough Board of Education and CUPE (CLC) (part-time operations and maintenance empls.)	July	47
Simcoe County Board of Education and Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Nov.	79
Simcoe County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Nov.	80
Simcoe County Board of Education and OPSEU (Ind.) (office, clerical and technical empls.)	Feb.	7
Simcoe County Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Jan.	2
Stormont, Dundas and Glengarry County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Nov.	80
Stormont, Dundas and Glengarry County Board of Education and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Nov.	80
Stormont, Dundas and Glengarry County Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Aug.	58
Sudbury Board of Education and CUPE (CLC) (custodial, maintenance, construction and transportation empls.)	Nov.	80
Sudbury Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	June	39
Sudbury Board of Education and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Nov.	80
Sudbury District Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Dec.	87
Timmins District Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	May	29

INDUSTRY, EMPLOYER AND UNION	ISSUE	PAGE
EDUCATION AND RELATED SERVICES (Cont'd)		
Toronto City Board of Education and CUPE (CLC)	June	396
Toronto City Board of Education and CUPE (CLC) (chief caretakers and stationary operating engineers, and caretakers and maintenance empls.)	May	292
Toronto City Board of Education and CUPE (CLC) (elementary school office and clerical empls.)	June	395
Toronto City Board of Education and Educational Assistants' Assn. (Ind.)	Nov.	803
Toronto City Board of Education (Maintenance and Construction Dept.) and Toronto Building and Construction Trades Council (various AFL-CIO/CLC Unions) and Machinists (AFL-CIO/CLC)	June	396
Toronto Public Library Board and CUPE (CLC)	Sept.	664
University of Guelph (reopener agreement) and CUPE (CLC) (trades, services and maintenance empls.)	Aug.	579
University of Guelph and Staff Assn. (Ind.) (office, clerical, laboratory, library, technical and agricultural empls.)	June	401
University of Ottawa and Professors' Assn. (Ind.)	June	402
University of Toronto and Graduate Assistants' Assn. (Ind.)	Mar.	139
University of Toronto and Service Employees (AFL-CIO/CLC) (non-teaching, non-clerical empls.)	Oct.	735
University of Toronto (Libraries) and CUPE (CLC) (non-professional empls.)	Nov.	805
University of Waterloo (Plant Operations and Food Services Depts.) (wage reopener) and CUPE (CLC)	June	403
University of Windsor and CUPE (CLC)	Aug.	562
University of Windsor and Service Employees (AFL-CIO/CLC) (clerical, secretarial and office empls.)	Sept.	664
Victoria County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	June	397
Waterloo County Board of Education and Custodial and Maintenance Assn. (Ind.) (maintenance, services and plant operations)	July	478
Waterloo County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Mar.	157
Waterloo County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Mar.	158
Waterloo County Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Sept.	662
Welland County Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	397
Wellington County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Nov.	804
Wentworth County Board of Education and CUPE (CLC)	June	398
Wentworth County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Mar.	137
Wentworth County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	May	293
Wentworth County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Aug.	561
Windsor City Board of Education and CUPE (CLC)	Aug.	584
Windsor City Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	June	398
Windsor Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Jan.	23
York Borough Board of Education and CUPE (CLC)	June	399
York County Board of Education and CUPE (CLC) (office, clerical and technical empls.)	July	497
York County Board of Education and CUPE (CLC) (service and maintenance empls.)	Mar.	138

INDUSTRY, EMPLOYER AND UNION

ISSUE PAGE

EDUCATION AND RELATED SERVICES (Cont'd)

York County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Mar.	13
York Region Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. (Ind.)	June	40
York University, Downsview and CUPE (CLC) (maintenance, services and plant operations)	Apr.	21
York University, Downsview and Faculty Assn. (Ind.)	Dec.	87
York University, Downsview and Graduate Assistants' Assn. (Ind.) Unit 1 - Full-time Graduate Students; Unit 2 - Non-Students (part-time teachers, demonstrators, tutors and markers)	Jan.	2
York University, Downsview and Graduate Assistants' Assn. (Ind.) Unit 1 - Full-time Graduate Students; Unit 2 - Non-Students (part-time teachers, demonstrators, tutors and markers)	Oct.	73
York University, Downsview and Staff Assn. (CCU) (secretarial, clerical and technical empls.)	Oct.	73

HEALTH AND WELFARE SERVICES

Bestview Holdings Ltd. and Bestview Services Ltd., Markham, Newmarket, Orillia, St. Catharines, Sarnia and Toronto (reopener agreement) and Christian Labour Assn. (Ind.)	Aug.	56
Canadian Red Cross Society, Blood Transfusion Service, Hamilton, London, Ottawa and Toronto and Employees' Assn. (Ind.)	Nov.	80
Central Park Lodges of Canada, Hamilton, London, Ottawa and Toronto and Service Employees (AFL-CIO/CLC)	Apr.	22
Chatham Public General Hospital and Service Employees (AFL-CIO/CLC)	Nov.	80
Chelsey Park Nursing Homes Inc., Brampton and Service Employees (AFL-CIO/CLC)	July	48
Durham Regional Municipality (Homes for the Aged) and CUPE (CLC)	Jan.	2
Durham Regional Municipality (Homes for the Aged) and CUPE (CLC)	Dec.	87
Etobicoke General Hospital, Rexdale and Ont. Nurses' Assn. (Ind.) (nurses, full-time)	Feb.	8
Extendicare Ltd., Beacon Hill Lodges of Canada Ltd., Central Park Lodges of Canada Ltd., Villacentres Ltd., Heritage Nursing Homes Ltd., Bestview Holdings Ltd. and Bestview Services Ltd., various Ontario cities and Service Employees (AFL-CIO/CLC) (non-medical empls.)	Apr.	22
The Greater Niagara General Hospital, Niagara Falls and Ont. Nurses' Assn. (Ind.) (nurses, full-time)	Mar.	15
Hamilton Civic Hospitals and Ont. Nurses' Assn. (Ind.) (nurses, full and part-time)	July	47
Laurentian Hospital, Sudbury and Ont. Nurses' Assn. (Ind.) (nurses, full and part-time)	July	48
London City Corp. (Dr. John Dearnness Home for Elder Citizens) and Service Employees (AFL-CIO/CLC)	Mar.	14
Metropolitan General Hospital, Windsor and Service Employees (AFL-CIO/CLC)	Sept.	66
Mount Sinai Hospital, Toronto and Ont. Nurses' Assn. (Ind.) (nurses, full and part-time)	Aug.	57
Mount Sinai Hospital, Toronto and Service Employees (AFL-CIO/CLC) (office and clerical empls.)	Aug.	56
North York General Hospital and Ont. Nurses' Assn. (Ind.) (nurses, full and part-time)	Apr.	21
Northwestern General Hospital, Toronto and Ont. Nurses' Assn. (Ind.) (nurses, full and part-time)	Feb.	77
Oshawa General Hospital and Ont. Nurses' Assn. (Ind.) (nurses, full and part-time)	Mar.	15

INDUSTRY, EMPLOYER AND UNION

ISSUE PAGE

HEALTH AND WELFARE SERVICES (Cont'd)

Ottawa Civic Hospital and CUPE (CLC) (medical technologists and technicians)	July	481
Ottawa Civic Hospital and 54 other Ontario hospitals and CUPE (CLC) (service, paramedic and office empls.)	Dec.	874
Ottawa General Hospital and Ont. Nurses' Assn. (Ind.) (nurses, full and part-time)	Apr.	241
Peterborough Civic Hospital and Ont. Nurses' Assn. (Ind.) (nurses, full and part-time)	Mar.	140
Queensway General Hospital Assn., Toronto and Ont. Nurses' Assn. (Ind.) (nurses, full and part-time)	May	311
St. Catharines General Hospital and Ont. Nurses' Assn. (Ind.) (nurses, full and part-time)	Aug.	563
St. Joseph Religious Hospitaliers of Hotel Dieu, Windsor and Ont. Nurses' Assn. (Ind.) (nurses, full and part-time)	Sept.	666
St. Joseph Religious Hospitaliers of Hotel Dieu, Windsor and Service Employees (AFL-CIO/CLC) (Service Unit)	July	482
St. Joseph's Hospitals, Chatham and London and Ont. Nurses' Assn. (Ind.) (nurses, full-time)	June	427
St. Joseph's Hospital, Hamilton and Ont. Nurses' Assn. (Ind.) (nurses, full and part-time)	Apr.	218
St. Joseph's Hospital, Toronto and Ont. Nurses' Assn. (Ind.) (nurses, full and part-time)	Apr.	219
St. Mary's of the Lake Hospital, Kingston and Employees' Assn. (Ind.)	Oct.	737
St. Michael's Hospital, Toronto and Ont. Nurses' Assn. (Ind.) (nurses, full and part-time)	Mar.	141
St. Vincent Hospital, Ottawa and Intl. Operating Engineers (AFL-CIO/CLC) (non-medical empls.)	July	482
Salvation Army Grace Hospital, Windsor and Ont. Nurses' Assn. (Ind.) (nurses, full and part-time)	Apr.	220
Salvation Army Grace Hospital, Windsor and Service Employees (AFL-CIO/CLC)	Aug.	565
Sarnia General Hospital and Ont. Nurses' Assn. (Ind.) (nurses, full and part-time)	May	312
Sault Ste. Marie General Hospital and Ont. Nurses' Assn. (Ind.) (nurses, full and part-time)	Mar.	143
Scarborough Centenary Hospital Assn. and Ont. Nurses' Assn. (Ind.) (nurses, full and part-time)	Sept.	666
Scarborough General Hospital and OPSEU (Ind.) (office and clerical empls.)	June	404
Stratford General Hospital Corp. and Ont. Nurses' Assn. (Ind.) (nurses, full and part-time)	July	498
Sudbury General Hospital of the Immaculate Heart of Mary and Ont. Nurses' Assn. (Ind.) (nurses, full and part-time)	Apr.	221
Sunnybrook Hospital and 42 other hospitals throughout Ontario and Service Employees (AFL-CIO/CLC)	June	404
Thunder Bay City Corp. (Grandview Lodge and Dawson Court, Homes for the Aged) and Service Employees (AFL-CIO/CLC)	Oct.	738
Toronto East General and Orthopaedic Hospital, Inc. and Ont. Nurses' Assn. (Ind.) (nurses, full and part-time)	Feb.	78
Toronto General Hospital and Ont. Nurses' Assn. (Ind.) (nurses, full and part-time)	Feb.	79
Twenty-nine Ontario Hospitals and Cdn. Operating Engineers (CCU)	Jan.	35
Victoria Hospital Corp., London and Office Employees (AFL-CIO/CLC) (office and clerical empls.)	Dec.	884
Victoria Hospital Corp., London and Ont. Nurses' Assn. (Ind.) (nurses, full-time)	Apr.	223
Victoria Hospital Corp., London and 34 other Ontario hospitals and OPSEU (Ind.) (paramedical empls.)	Mar.	144

INDUSTRY, EMPLOYER AND UNION

ISSUE PA

HEALTH AND WELFARE SERVICES (Cont'd)

Victoria Hospital Corp., London and Service Employees (AFL-CIO/CLC) (service and maintenance empls., part-time)	Apr.	2
Welland County General Hospital, Welland and Ont. Nurses' Assn. (Ind.) (nurses, full and part-time)	Feb.	
Windsor Western Hospital Centre, Inc. (I.O.D.E. Unit) and Service Employees (AFL-CIO/CLC) (General Unit)	July	4
Women's College Hospital, Toronto and Ont. Nurses' Assn. (Ind.) (nurses, full-time and four-tour)	Apr.	2

AMUSEMENT AND RECREATION SERVICES

Toronto Commercial Film Producers Assn. and I.A.T.S.E. and Moving Picture Machine Operators (AFL-CIO/CLC)	Mar.	1
Windsor Raceway Holdings Ltd. and Service Employees (AFL-CIO/CLC) (mutuel empls.)	Jan.	

SERVICES TO BUSINESS MANAGEMENT

Atomic Energy of Canada Ltd., Chalk River and Deep River and Atomic Energy Allied Council (AFL-CIO/CLC) (various unions)	Aug.	5
Atomic Energy of Canada Ltd., Engineering Co., Mississauga and PSAC (CLC) (drafting and illustrating empls.)	Oct.	7
Atomic Energy of Canada Ltd., Power Projects, Mississauga, Ont. and Montreal, Que. and Society of Professional Engineers and Associates (Ind.)	May	2
Atomic Energy of Canada Ltd., Research Co., Chalk River and Cdn. Labour Congress (CLC)	Sept.	6
Atomic Energy of Canada Ltd., Research Co., Chalk River and Deep River and Office Employees (AFL-CIO/CLC)	Aug.	5
Atomic Energy of Canada Ltd., Research Co. (Chalk River Nuclear Labora- tories) and Oil, Chemical and Atomic Workers (AFL-CIO/CLC)	Sept.	6
Atomic Energy of Canada Ltd., Research Co. (Chalk River Nuclear Labora- tories) (Erratum) and Oil, Chemical and Atomic Workers (AFL-CIO/CLC)	Dec.	8
Canadian Standards Assn., Toronto and CUPE (CLC)	Nov.	8
Tele-Direct Ltd., Que. and Ont. and Cdn. Telephone Employees (Ind.)	Dec.	8
(clerical and associated empls.)		

PERSONAL SERVICES

Atlific Restaurants Ltd., Toronto and Hotel Employees (AFL-CIO/CLC)	Dec.	8
Canadian Pacific Hotels Ltd. (Royal York Hotel), Toronto and Hotel Employees (AFL-CIO/CLC)	Oct.	7
Canteen of Canada Ltd. (Vending and Food Service), Brantford, Hamilton, London, Oakville, St. Catharines and Toronto and Retail, Wholesale and Department Store Union (AFL-CIO/CLC)	Apr.	2
Cara Operations Ltd., Mississauga and Hotel Employees (AFL-CIO/CLC)	May	2
Carleton Towers-Four Seasons Hotel, Delta Inn of the Provinces, Holiday Inn, Lord Elgin Hotel, Sheraton El Mirador Motor Inn, Skyline Hotel and Talisman Motor Inn, Ottawa and Hotel Employees (AFL-CIO/CLC)	Sept.	6
Chateau Laurier Hotel, Ottawa and Railway, Transport and General Workers (CLC)	July	4
Four Seasons Hotel Toronto (Four Seasons Yorkville) and Laundry Workers (CLC)	Nov.	8

INDUSTRY, EMPLOYER AND UNION

ISSUE PAGE

PERSONAL SERVICES (Cont'd)

Foxhead Inn Ltd. (carrying on business as Sheraton Brock Hotel, Sheraton Foxhead Inn and Sheraton Motor Inn), Niagara Falls and Hotel Employees (AFL-CIO/CLC)	Mar.	146
Harbour Castle Hilton, Toronto and Laundry Workers (CLC)	Aug.	567
Hotel Plaza II, Toronto and Hotel Employees (AFL-CIO/CLC)	Nov.	808
Metropolitan Toronto Hotel Assn. and Hotel Employees (AFL-CIO/CLC)	July	485
The Sheraton Centre Hotel, King Edward Hotel, Hotel Toronto, Lord Simcoe Hotel, Ramada Inn Downtown, Westbury Hotel, Delta Chelsea Inn and Inn on the Park, Toronto	July	486
Textile Rental Institute of Ontario, Toronto and Teamsters (Ind.) (linen supply route men and laundry drivers)	Apr.	226

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) and Cdn. Postmasters and Assistants Assn. (Ind.) (revenue postal operations group)	Jan.	26
Government of Canada (Treasury Board) and Council of Graphic Arts Unions (5 AFL-CIO/CLC Unions) (printing operations group, non-supervisory empls.)	Apr.	227
Government of Canada (Treasury Board) and Economists, Sociologists and Statisticians Assn. (Ind.)	Dec.	877
Government of Canada (Treasury Board) and Electrical Workers (IBEW) (AFL-CIO/CLC) (electronics group)	July	487
Government of Canada (Treasury Board) and Letter Carriers (CLC) (postal operations group, non-supervisory external mail collection and delivery services)	Oct.	740
Government of Canada (Treasury Board) and Merchant Service Guild (CLC) (ships' officers)	Nov.	809
Government of Canada (Treasury Board) and Professional Institute (PIPS) (Ind.) (architecture and town planning group)	Oct.	740
Government of Canada (Treasury Board) and PIPS (Ind.) (biological sciences and forestry groups)	Aug.	568
Government of Canada (Treasury Board) and PIPS (Ind.) (chemistry group)	July	496
Government of Canada (Treasury Board) and PIPS (Ind.) (commerce group)	Nov.	810
Government of Canada (Treasury Board) and PIPS (Ind.) (computer systems administration group)	July	487
Government of Canada (Treasury Board) and PIPS (Ind.) (engineering and land survey group)	Mar.	147
Government of Canada (Treasury Board) and PIPS (Ind.) (medicine group)	July	496
Government of Canada (Treasury Board) and PIPS (Ind.) (meteorology group)	Jan.	27
Government of Canada (Treasury Board) and PIPS (Ind.) (meteorology group)	Oct.	741
Government of Canada (Treasury Board) and PIPS (Ind.) (nursing group)	Sept.	669
Government of Canada (Treasury Board) and PIPS (Ind.) (physical sciences group)	June	406
Government of Canada (Treasury Board) and PIPS (Ind.) (scientific research group)	Jan.	28
Government of Canada (Treasury Board) and PIPS (Ind.) (scientific research group)	Aug.	569
Government of Canada (Treasury Board) and PIPS (Ind.) (veterinary science group)	Sept.	671
Government of Canada (Treasury Board) and Public Service Alliance of Canada (PSAC) (CLC) (administrative services group)	Sept.	672
Government of Canada (Treasury Board) and PSAC (CLC) (auditing group)	Mar.	148
Government of Canada (Treasury Board) and PSAC (CLC) (clerical and regulatory group)	Sept.	672

INDUSTRY, EMPLOYER AND UNION

ISSUE

PAGE

FEDERAL ADMINISTRATION (Cont'd)

Government of Canada (Treasury Board) and PSAC (CLC) (communications group)	June	4
Government of Canada (Treasury Board) and PSAC (CLC) (correctional group, supervisory and non-supervisory)	May	2
Government of Canada (Treasury Board) and PSAC (CLC) (data processing group)	June	4
Government of Canada (Treasury Board) and PSAC (CLC) (drafting and illustration group)	Jan.	
Government of Canada (Treasury Board) and PSAC (CLC) (drafting and illustration group)	Dec.	8
Government of Canada (Treasury Board) and PSAC (CLC) (education group)	July	4
Government of Canada (Treasury Board) and PSAC (CLC) (engineering and scientific support group)	Nov.	8
Government of Canada (Treasury Board) and PSAC (CLC) (financial administration group)	Oct.	7
Government of Canada (Treasury Board) and PSAC (CLC) (firefighters, supervisory and non-supervisory)	Oct.	7
Government of Canada (Treasury Board) and PSAC (CLC) (general labour and trades group, supervisory and non-supervisory)	Apr.	2
Government of Canada (Treasury Board) and PSAC (CLC) (general services group, supervisory and non-supervisory)	Aug.	5
Government of Canada (Treasury Board) and PSAC (CLC) (general technical group, technical inspection group and social science support group)	May	2
Government of Canada (Treasury Board) and PSAC (CLC) (heating, power and stationary plant operation group, supervisory and non-supervisory)	Oct.	7
Government of Canada (Treasury Board) and PSAC (CLC) (hospital services group, supervisory and non-supervisory)	June	4
Government of Canada (Treasury Board) and PSAC (CLC) (information services group)	May	2
Government of Canada (Treasury Board) and PSAC (CLC) (lightkeeper group, supervisory and non-supervisory)	July	4
Government of Canada (Treasury Board) and PSAC (CLC) (office equipment operations group)	June	4
Government of Canada (Treasury Board) and PSAC (CLC) (primary products inspection group)	Apr.	2
Government of Canada (Treasury Board) and PSAC (CLC) (programme administration group)	Dec.	8
Government of Canada (Treasury Board) and PSAC (CLC) (purchasing and supply group)	Apr.	2
Government of Canada (Treasury Board) and PSAC (CLC) (radio operations group)	Apr.	2
Government of Canada (Treasury Board) and PSAC (CLC) (secretarial, stenographic and typing group)	Aug.	5
Government of Canada (Treasury Board) and PSAC (CLC) (ships' crews, supervisory and non-supervisory)	Apr.	2
Government of Canada (Treasury Board) and PSAC (CLC) (welfare programmes group)	Aug.	5
National Defence, Communications Security Establishment and PSAC (CLC) (communications officers group, administrative services and computer systems administration groups of the Administrative and Foreign Service Category)	Mar.	1
National Research Council of Canada and Employees' Assn. (Ind.) (clerical and regulatory group)	July	4
National Research Council of Canada and Employees' Assn. (Ind.) (operational category, supervisory and non-supervisory)	Mar.	1

INDUSTRY, EMPLOYER AND UNION

ISSUE PAGE

FEDERAL ADMINISTRATION (Cont'd)

National Research Council of Canada and Employees' Assn. (Ind.) (technical category)	Mar.	160
National Research Council of Canada and Professional Institute (PIPS) (Ind.) (professional and scientific category) (research officers and research council officers)	Oct.	744

PROVINCIAL ADMINISTRATION

Ontario Government and Ont. Provincial Police Assn., Inc. (Ind.) (cadets and police officers)	Apr.	231
Ontario Government and Ont. Public Service Employees' Union (OPSEU) (Ind.) (clerical services category)	Mar.	149
Ontario Government and OPSEU (Ind.) (general operational services category)	Mar.	150
Ontario Government and OPSEU (Ind.) (institutional care and correctional services category)	July	491
Ontario Government and OPSEU (Ind.) (maintenance services category)	Mar.	150
Ontario Government and OPSEU (Ind.) (office services category)	Mar.	150
Ontario Government (Employee Benefits) and OPSEU (Ind.) (classified public servants)	May	298
Ontario Government (Working Conditions) and OPSEU (Ind.)	Apr.	232
Workmen's Compensation Board, province-wide and CUPE (CLC) (rehabilitation workers, clerks, registered nurses, etc.)	Oct.	744

LOCAL ADMINISTRATION

Durham Regional Board of Commissioners of Police and Police Assn. (Ind.)	Mar.	151
Durham Regional Municipality and CUPE (CLC)	Oct.	745
Durham Regional Municipality (Works Dept.) and CUPE (CLC)	Mar.	151
East York Borough Corp. and CUPE (CLC) (inside and outside empls.)	Apr.	233
Etobicoke Borough Corp. and CUPE (CLC) (outside empls.)	June	409
Guelph City Corp. (Works, Parks and Recreation Depts.) and CUPE (CLC)	Mar.	152
Halton Regional Board of Commissioners of Police and Police Assn. (Ind.)	June	428
Hamilton City Corp. and CUPE (CLC) (inside empls.)	Feb.	81
Hamilton City Corp. and CUPE (CLC) (outside empls.)	Apr.	233
Hamilton City Corp. and Fire Fighters (AFL-CIO/CLC)	Feb.	87
Hamilton City Corp. and Fire Fighters (AFL-CIO/CLC)	Dec.	880
Hamilton-Wentworth Regional Municipality and CUPE (CLC) (inside empls.)	Mar.	153
Hamilton-Wentworth Regional Municipality and CUPE (CLC) (outside empls.)	May	299
Kingston City Corp. (including Rideaucrest Home for the Aged) and CUPE (CLC) (inside empls.)	July	491
Kitchener City Corp. (Public Works and Parks & Recreation Depts.) and CUPE (CLC)	Apr.	234
London City Board of Commissioners of Police and Police Assn. (Ind.) (policemen)	June	410
London City Corp. and CUPE (CLC) (office, clerical and technical empls.)	Feb.	82
London City Corp. and CUPE (CLC) (outside empls.)	Mar.	153
London City Corp. and Fire Fighters (AFL-CIO/CLC)	Aug.	572
Metropolitan Toronto Board of Commissioners of Police and Police Assn. (Ind.) (uniformed empls.)	Sept.	673
Metropolitan Toronto Board of Commissioners of Police and Police Assn. (Ind.) (Unit A, Clerical; Unit B, Garage; Unit C, Parking Control Officers, Cadets and Matrons)	May	300
Mississauga City Corp. and Fire Fighters (AFL-CIO/CLC) (full-time empls.)	Feb.	87
Mississauga City Corp. and Fire Fighters (AFL-CIO/CLC) (full-time empls.)	May	301

INDUSTRY, EMPLOYER AND UNION

ISSUE

PAGE

LOCAL ADMINISTRATION (Cont'd)

Niagara Regional Board of Commissioners of Police and Police Assn. (Ind.) (police officers and civilian empls.)	Apr.	23
Niagara Regional Municipality and CUPE (CLC) (Public Works Dept. and office and clerical empls.)	Mar.	18
North Bay City Corp. and CUPE (CLC) (hourly-rated and salaried empls.)	July	49
North York Borough Corp. and CUPE (CLC) (inside empls.)	June	41
North York Borough Corp. and CUPE (CLC) (outside empls.)	June	41
North York Borough Corp. and Fire Fighters (AFL-CIO/CLC)	July	49
Ottawa City Corp. and Fire Fighters (AFL-CIO/CLC)	June	41
Ottawa City Corp. and Police Assn. (Ind.)	Sept.	67
Ottawa City and Regional Municipality of Ottawa-Carleton and CUPE (CLC) (civic empls.)	Jan.	2
Ottawa City and Regional Municipality of Ottawa-Carleton and CUPE (CLC) (civic empls.)	Aug.	57
Peel Regional Board of Commissioners of Police and Police Assn. (Ind.) (officers and cadets)	May	30
St. Catharines City Corp. and CUPE (CLC) (equipment operators, maintenance and service empls.)	Feb.	8
Scarborough Borough Corp. and CUPE (CLC) (office, clerical and technical empls.)	June	41
Scarborough Borough Corp. and CUPE (CLC) (outside empls.)	May	30
Scarborough Borough Corp. and Fire Fighters (AFL-CIO/CLC)	May	31
Sudbury Regional Board of Commissioners of Police and Police Assn. (Ind.)	Nov.	81
Thunder Bay City Board of Commissioners of Police and Police Assn. (Ind.) (policemen and civilian empls.)	May	30
Thunder Bay City Corp. and CUPE (CLC) (inside empls.)	June	41
Thunder Bay City Corp. and CUPE (CLC) (outside empls.)	Apr.	23
Toronto City Corp. and Fire Fighters (AFL-CIO/CLC)	July	49
Toronto City and Metro Toronto and CUPE (CLC) (inside and outside empls.)	June	41
Waterloo Regional Board of Commissioners of Police and Police Assn. (Ind.) (policemen)	May	30
Windsor City Board of Commissioners of Police and Police Assn. (Ind.) (Unit A)	Mar.	15
Windsor City Corp. and CUPE (CLC) (inside empls.)	Sept.	67
Windsor City Corp. (Public Works, Parks and Recreation Depts.) and CUPE (CLC)	Aug.	57
Windsor City Corp. and Fire Fighters (AFL-CIO/CLC)	May	30
York Borough Corp. (Works and Parks and Recreation Depts.) and CUPE (CLC)	Sept.	67
York Regional Board of Commissioners of Police and Police Assn. (Ind.)	May	30
York Regional Municipality (Office, Clerical, Technical, Engineering Maintenance and Land Div.) and CUPE (CLC)	May	30

CONSTRUCTION

Boilermaker Contractors' Assn. and Boilermakers (AFL-CIO/CLC)	Feb.	8
Boilermaker Contractors' Assn. and Boilermakers (AFL-CIO/CLC)	Oct.	74
Canadian Automatic Sprinkler Assn. and Plumbers (AFL-CIO/CLC) (sprinkler fitters field agreement)	Nov.	81
Kingston and District Road, Sewer and Watermain Contractors and Labourers (AFL-CIO/CLC)	Nov.	81
London and District Road, Sewer and Watermain Contractors and Labourers (AFL-CIO/CLC)	Dec.	88
Metropolitan Toronto Apartment Builders and Intl. Operating Engineers (AFL-CIO/CLC) (residential construction)	Aug.	58

<u>INDUSTRY, EMPLOYER AND UNION</u>	<u>ISSUE</u>	<u>PAGE</u>
CONSTRUCTION (Cont'd)		
Metropolitan Toronto Apartment Builders Assn. (Apartment Builders and House Builders) (wage reopener) and Labourers (AFL-CIO/CLC)	June	415
Metropolitan Toronto House Wreckers' Assn. and Labourers (AFL-CIO/CLC) (wrecking labourers)	July	493
Metropolitan Toronto Residential Painting Contractors Assn. and Painters (AFL-CIO/CLC)	May	306
Metropolitan Toronto Road Builders' Assn. and Intl. Operating Engineers (AFL-CIO/CLC)	July	493
Metropolitan Toronto Sewer and Watermain Contractors Assn. and Intl. Operating Engineers (AFL-CIO/CLC)	July	494
National Capital Road Builders Assn. and Intl. Operating Engineers (AFL-CIO/CLC), Labourers (AFL-CIO/CLC) and Teamsters (Ind.)	July	494
National Elevator and Escalator Assn., province-wide and Elevator Constructors (AFL-CIO/CLC) (commercial, industrial and institutional construction)	Aug.	574
Ontario Erectors Assn. and Structural Iron Workers (AFL-CIO/CLC) (commercial, industrial and institutional construction)	Sept.	682
Ontario Form Work Assn. and Intl. Operating Engineers (AFL-CIO/CLC) and Labourers (AFL-CIO/CLC) (residential construction)	Aug.	574
Ontario Hydro, province-wide and Office Employees (AFL-CIO/CLC) (clerical office empls. of the Construction Field Forces of the Generation Projects Div., and the Lines and Stations Construction Dept. of the Stations, Transmission and Distribution Div.)	Aug.	575
Ontario Industrial Roofing Contractors' Assn. and Sheet Metal Workers (AFL-CIO/CLC)	Nov.	813
Ontario Masonry Industry Employers Council and Bricklayers (AFL-CIO/CLC) (bricklayers, stonemasons and plasterers)	May	306
Ontario Millwrighting Contractors Assn. and Carpenters (AFL-CIO/CLC)	June	415
Ontario Painting Contractors Assn., Ont. Acoustical Assn. and Interior Systems Contractors Assn. and Painters (AFL-CIO/CLC)	Sept.	678
Ontario Precast Concrete Manufacturers Assn. and Labourers (AFL-CIO/CLC) (erectors and finishers of precast concrete products)	Dec.	880
Ontario Refrigeration and Air Conditioning Contractors' Assn. and Plumbers (AFL-CIO/CLC)	Apr.	236
Ontario Terrazzo, Tile and Marble Guild, Inc. and Bricklayers (AFL-CIO/CLC) (marble, tile, terrazzo and cement masons, and resilient floor layers and their helpers)	May	307
Operating Engineers Employers Agency and Intl. Operating Engineers (AFL-CIO/CLC) (commercial, industrial and institutional construction)	June	416
Oshawa Area Signatory Contractors and Labourers (AFL-CIO/CLC) and Teamsters (Ind.)	Sept.	677
Ottawa Mechanical Contractors Assn. and Renfrew County Mechanical Contractors Assn. and Plumbers (AFL-CIO/CLC) (Residential Sector)	June	420
Steeplejack and Masonry Restoration Contractors Assn., province-wide and Plasterers (AFL-CIO)	June	420
Sudbury Electrical Contractors Assn. and Electrical Workers (IBEW) (AFL-CIO/CLC)	Jan.	29
Thunder Bay Construction Assn. Inc. (General Contractors' Div. and Cement Finishers' Div.) and Carpenters (AFL-CIO/CLC)	July	495
Toronto & District Carpentry Contractors Assn. and Carpenters (AFL-CIO/CLC)	Apr.	242
Toronto Electrical Contractors Assn. and Electrical Workers (IBEW) (AFL-CIO/CLC) (residential construction)	May	308
Toronto Masonry Contractors' Assn. Inc. and Bricklayers, Masons Independent Union (CCU) (journeymen bricklayers and stonemasons and bricklayers' assistants)	June	421
Toronto Mechanical Contractors Assn., Metropolitan Plumbing and Heating Contractors Div., Residential Sector and Plumbers (AFL-CIO/CLC)	Aug.	576

INDUSTRY, EMPLOYER AND UNION

ISSUE PAGE

CONSTRUCTION (Cont'd)

Toronto Residential Sheet Metal Contractors Organization and Sheet Metal Workers (AFL-CIO/CLC)	Apr.	237
Windsor Heavy Construction Assn. and Teamsters (Ind.), Labourers (AFL-CIO/CLC) and Intl. Operating Engineers (AFL-CIO/CLC)	Apr.	239



Labour
Canada

Travail
Canada



Ontario

LABOUR CANADA
OTTAWA

ONTARIO MINISTRY OF LABOUR
TORONTO

ALPHABETICAL
CUMULATIVE INDEX

COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
JANUARY TO DECEMBER 1978



Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

<u>EMPLOYER AND UNION</u>	<u>ISSUE</u>	<u>PAGE</u>
Abitibi Forest Products Ltd. (Abitibi Provincial Paper Div.), Thorold and Cdn. Paperworkers (CLC) (hourly-rated empls.)	Sept.	614
Abitibi Paper Co. Ltd. (Fort William, Iroquois Falls, Sault Ste. Marie and Smooth Rock Falls Divs. in Ont. and Beupre Div. in Que.) and Abitibi Forest Products Ltd. (Sturgeon Falls and Thunder Bay Divs.) and Cdn. Paperworkers (CLC)	July	462
Abitibi Paper Co. Ltd. (Lakehead Woodlands Div., Iroquois Falls Woods Div. and White River Woods Div.) and Carpenters (AFL-CIO/CLC)	Dec.	861
Abitibi Paper Co. Ltd. (Iroquois Falls, Sault Ste. Marie, Smooth Rock Falls and Thunder Bay Divs. in Ont., Beupre Div. in Que. and Pine Falls Div. in Man.) and Abitibi Forest Products Ltd. (Sturgeon Falls and Thunder Bay Divs.) and Office Employees (AFL-CIO/CLC)	Oct.	708
Abitibi Provincial Paper (Div. of Abitibi Paper Co. Ltd.), Thunder Bay and Cdn. Paperworkers (CLC)	Dec.	845
Air Canada, system-wide and Air Line Flight Attendants (CLC)	Jan.	16
Air Canada, system-wide and Air Line Flight Attendants (CLC)	Oct.	722
Air Canada, system-wide and Air Line Pilots (Ind.)	Sept.	641
Air Canada, system-wide and Cdn. Air Line Employees' Assn. (CLC) (sales dept. empls.)	Dec.	865
Air Canada, system-wide and Machinists (AFL-CIO/CLC) (maintenance, customer service and purchasing & supply branches)	Sept.	641
Alcan Canada Products Ltd., Kingston and Steelworkers (AFL-CIO/CLC) (production empls.) and Machinists (AFL-CIO/CLC) (maintenance and die shop empls.)	Oct.	711
Algoma Ore Div. of the Algoma Steel Corp. Ltd., Wawa and Steelworkers (AFL-CIO/CLC) (production and maintenance empls.)	Aug.	556
Algoma Steel Corp. Ltd., Sault Ste. Marie and Steelworkers (AFL-CIO/CLC) (clerical and technical empls.)	Aug.	545
Algoma Steel Corp. Ltd., Sault Ste. Marie and Steelworkers (AFL-CIO/CLC) (production and maintenance empls.)	Aug.	546
Allis Chalmers Canada Ltd., Stephens-Adamson Div., Belleville and Steelworkers (AFL-CIO/CLC)	Sept.	627
Aluminum Goods (Div. of Alcan Canada Products Ltd.), Toronto and Steelworkers (AFL-CIO/CLC)	Nov.	776
American Can of Canada Ltd., Hamilton and Simcoe, Ont. and Montreal, Que. and CLC-Chartered Locals (Can Workers' Federal Unions)	Feb.	61
American Can of Canada Ltd., Malton and Sheet Metal Workers (AFL-CIO/CLC)	Oct.	747
American Motors (Canada) Ltd., Brampton and Auto Workers (CLC) (production and maintenance empls.)	Sept.	629
American-Standard, a div. of Wabco-Standard Ltd. (Pottery Div.), Toronto and Potters (AFL-CIO/CLC) (production and maintenance empls.)	June	378
Amoco Fabrics Co., a div. of Amoco Canada Petroleum Co. Ltd., Hawkesbury and Woodworkers (AFL-CIO/CLC)	Apr.	192
Anaconda Canada Ltd., New Toronto and Auto Workers (CLC) (plant empls.)	Jan.	9
Anaconda Canada Ltd., New Toronto and Auto Workers (CLC) (plant empls.)	Apr.	199
Anchor Cap and Closure Corp. of Canada Ltd., Toronto and Plasticap Ltd. & Premier Plastics Ltd., Richmond Hill and Electrical Workers (UE) (CLC)	Jan.	9
Armstrong Cork Industries Ltd., Lindsay Plant (wage reopener) and Clothing and Textile Workers (AFL-CIO/CLC)	Aug.	580
Artex Woollens Ltd., Cambridge and Clothing and Textile Workers (AFL-CIO/CLC)	Feb.	58
Associated Clothing Manufacturers of the Province of Quebec, Inc. and Montreal Clothing Contractors Assn. Inc., Montreal and district, Que. and Men's Clothing Manufacturers Assn. of Ont., Hamilton and Toronto, Ont. and Clothing and Textile Workers (AFL-CIO/CLC)	Dec.	844

<u>EMPLOYER AND UNION</u>	<u>ISSUE</u>	<u>PAGE</u>
Associated Fur Industries, Toronto and Foodworkers (AFL-CIO/CLC)	July	497
Atlicic Restaurants Ltd., Toronto and Hotel Employees (AFL-CIO/CLC)	Dec.	876
Atomic Energy of Canada Ltd., Chalk River and Deep River and Atomic Energy Allied Council (AFL-CIO/CLC) (various unions)	Aug.	566
Atomic Energy of Canada Ltd., Commercial Products, Ottawa and Ottawa Atomic Workers Union (CLC)	Sept.	637
Atomic Energy of Canada Ltd., Engineering Co., Mississauga and PSAC (CLC) (drafting and illustrating empls.)	Oct.	738
Atomic Energy of Canada Ltd., Power Projects, Mississauga, Ont. and Montreal, Que. and Society of Professional Engineers and Associates (Ind.)	May	294
Atomic Energy of Canada Ltd., Research Co., Chalk River and Cdn. Labour Congress (CLC)	Sept.	684
Atomic Energy of Canada Ltd., Research Co., Chalk River and Deep River and Office Employees (AFL-CIO/CLC)	Aug.	567
Atomic Energy of Canada Ltd., Research Co. (Chalk River Nuclear Laboratories) and Oil, Chemical and Atomic Workers (AFL-CIO/CLC)	Sept.	668
Atomic Energy of Canada Ltd., Research Co. (Chalk River Nuclear Laboratories) (Erratum) and Oil, Chemical and Atomic Workers (AFL-CIO/CLC)	Dec.	884
Babcock & Wilcox Canada Ltd., Cambridge and Steelworkers (AFL-CIO/CLC) (plant empls.)	Sept.	625
Wallace Barnes Co. Ltd., Hamilton and Steelworkers (AFL-CIO/CLC)	June	364
Bata Engineering, a Div. of Bata Industries Ltd., Batawa and Machinists (AFL-CIO/CLC)	May	273
Bata Footwear, a Div. of Bata Industries Ltd., Batawa, Campbellford, Picton and Trenton and Retail Clerks (AFL-CIO/CLC) (plant empls.)	Nov.	771
Beach Appliances International Ltd., Ottawa and Auto Workers (CLC)	Feb.	72
Beardmore, a Div. of Canada Packers Ltd., Halton Hills and Foodworkers (AFL-CIO/CLC)	Jan.	4
Bell Canada, Que. and Ont. and Cdn. Telephone Employees (Ind.) (clerical and associated empls.)	Nov.	783
Bell Canada, Que. and Ont. and Cdn. Telephone Employees (Ind.) (communications sales empls.)	Nov.	784
Bell Canada, Nfld., Que., Ont. and N.W.T. (wage reopener) and Communications Workers of Canada (CLC) (craft and services empls.)	June	387
Benson & Hedges (Canada) Ltd., Brampton and Tobacco Workers (AFL-CIO/CLC)	June	351
Bestview Holdings Ltd. and Bestview Services Ltd., Markham, Newmarket, Orillia, St. Catharines, Sarnia and Toronto (reopener agreement) and Christian Labour Assn. (Ind.)	Aug.	565
Black Diamond Cheese, Div. of Brooke Bond Foods Ltd., Belleville and Foodworkers (AFL-CIO/CLC)	Apr.	188
Boilermaker Contractors' Assn. and Boilermakers (AFL-CIO/CLC)	Feb.	83
Boilermaker Contractors' Assn. and Boilermakers (AFL-CIO/CLC)	Oct.	746
Brewers' Warehousing Co. Ltd., province-wide; Molson's Brewery (Ontario) Ltd., Toronto and Barrie; Labatt's Ltd., Toronto, Kitchener and Waterloo; and Carling O'Keefe Breweries of Canada Ltd. and Carling O'Keefe Transport Ltd., Toronto and Cdn. Brewery Workers (CLC) (warehouse empls., retail store clerks and office, production and transport empls.)	June	349
Bruce County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Feb.	75
Bruce County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Nov.	792
Bruce County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Jan.	20
Burns Meats Ltd., Kitchener, Ont., Brandon and Winnipeg, Man., Regina, Sask., Calgary and Edmonton, Alta. and Vancouver, B.C. and Foodworkers (AFL-CIO/CLC)	Aug.	530

<u>EMPLOYER AND UNION</u>	<u>ISSUE</u>	<u>PAGE</u>
Caland Ore Co. Ltd., Atikokan and Steelworkers (AFL-CIO/CLC)	June	383
Caldwell Linen Mills Ltd., Iroquois and United Textile Workers (AFL-CIO/CLC)	Jan.	33
Canada Building Materials Ltd. and 8 other companies in the Toronto area and Teamsters (Ind.) (ready mix concrete empls.)	June	377
Canada Cement Lafarge Ltd., Brookfield, N.S., Havelock, N.B., Hull, Que. and Woodstock, Ont. and Cement Workers (AFL-CIO/CLC) (production and maintenance empls.)	Nov.	815
Canada Forgings Ltd., Welland and Auto Workers (CLC)	June	365
Canada Packers Ltd., Canada-wide and Foodworkers (AFL-CIO/CLC)	Aug.	531
Canada Packers Ltd., York Farms Div., Brantford and Foodworkers (AFL-CIO/CLC)	May	268
Canada Packers Poultry, Div. of Canada Packers Ltd., Walkerton and Foodworkers (AFL-CIO/CLC)	Sept.	612
Canada Safeway Ltd., Belleville, Sault Ste. Marie, Toronto and other centres and Retail Clerks (AFL-CIO/CLC) (full and part-time empls.)	Dec.	866
Canada Veneers Ltd., Pembroke and Carpenters (AFL-CIO/CLC)	June	353
Canada Wire and Cable Ltd., Simcoe and Steelworkers (AFL-CIO/CLC) (hourly-rated empls.)	Apr.	202
Canadian Admiral Corp. Ltd., Mississauga and Electrical Workers (IUE) (AFL-CIO/CLC) (hourly-rated empls.)	Mar.	122
Canadian Appliance Manufacturing Co. Ltd., Hamilton and Electrical Workers (UE) (CLC) (production empls.)	June	375
Canadian Appliance Manufacturing Co. Ltd., London and Steelworkers (AFL-CIO/CLC) (production and office empls.)	Oct.	718
Canadian Appliance Manufacturing Co. Ltd., Weston and Steelworkers (AFL-CIO/CLC) (production and office empls.)	Aug.	552
Canadian Automatic Sprinkler Assn. and Plumbers (AFL-CIO/CLC) (sprinkler fitters field agreement)	Nov.	812
Canadian Blower/Canada Pumps Ltd., Kitchener and Steelworkers (AFL-CIO/CLC)	Apr.	200
Canadian Bridge Div., Hawker Industries Ltd., Windsor and Steelworkers (AFL-CIO/CLC) (hourly-rated empls.)	June	361
Canadian Broadcasting Corp., Canada-wide and Broadcast Employees (NABET) (CLC) (technical unit)	Jan.	17
Canadian Broadcasting Corp., Canada-wide and Broadcast Employees (NABET) (CLC) (technical unit)	Aug.	558
Canadian Broadcasting Corp., Canada-wide and CUPE (CLC) (office and professional empls.)	July	474
Canadian Broadcasting Corp., Canada-wide and CUPE (CLC) (office and professional empls.)	Aug.	557
Canadian Broadcasting Corp., Canada-wide and CUPE (CLC) (TV production empls. in the English Services Div. and Ottawa area)	July	475
Canadian Broadcasting Corp., Canada-wide and CUPE (CLC) (TV production empls. in the English Services Div. and Ottawa area)	Aug.	558
Canadian Broadcasting Corp., Canada-wide and Newspaper Guild (AFL-CIO/CLC)	Feb.	85
Canadian Cannery Ltd., Amherstburg and Leamington, Exeter, Hamilton, St. David's, Simcoe and Waterford (reprint) and Foodworkers (AFL-CIO/CLC) (hourly-rated empls.)	Jan.	36
Canadian Carborundum Co. Ltd., Niagara Falls and Steelworkers (AFL-CIO/CLC)	July	470
Canadian Chromalox Co., Ltd., Toronto and Auto Workers (CLC) (production empls.)	May	275
Canadian Coleman Co. Ltd., Toronto and Federal Union (CLC)	Oct.	713
Canadian Fabricated Products Ltd., Stratford and Auto Workers (CLC) (hourly-rated empls.)	Jan.	5
Canadian Fram Ltd., Chatham and Auto Workers (CLC)	Aug.	549

<u>EMPLOYER AND UNION</u>	<u>ISSUE</u>	<u>PAGE</u>
Canadian General Electric Co. Ltd., Cobourg, Oakville, Peterborough and Toronto, Ont. and Montreal and St. Andre, Que. and the Montreal Armature Co. Ltd., Montreal, Que. and Electrical Workers (IUE) (AFL-CIO/CLC) (salaried, hourly and incentive workers, full and part-time)	Mar.	123
Canadian General Electric Co. Ltd., Barrie, Burlington, Guelph, Peterborough, Toronto and Trenton and Electrical Workers (UE) (CLC) (plant empls.)	Jan.	11
Canadian General Electric Co. Ltd., Guelph, Peterborough, Scarborough and Toronto and Technical Engineers (AFL-CIO/CLC) (draftsmen)	Mar.	125
Canadian Home Products Ltd., Niagara Falls and Foodworkers (AFL-CIO/CLC) (plant, office and clerical empls.)	May	269
Canadian Industries Ltd., Industrial Chemicals Div., Cornwall and Steelworkers (AFL-CIO/CLC)	Mar.	128
Canadian Industries Ltd., York Works, Toronto and Steelworkers (AFL-CIO/CLC)	Jan.	14
Canadian International Paper Co., Container Div. and Single Service Div., Burlington, London, Markham and Rexdale, Ont. and Pointe Aux Trembles, Que. and Cdn. Paperworkers (CLC) and Cdn. Chemical Workers (Ind.)	Aug.	543
Canadian International Paper Co., Gatineau, Trois Rivières and La Tuque, Que. and Hawkesbury, Ont. and New Brunswick International Paper Co., Dalhousie, N.B. and Cdn. Paperworkers (CLC) and Electrical Workers (IBEW) (AFL-CIO/CLC)	June	357
Canadian Johns-Manville Co. Ltd., Toronto and Cdn. Chemical Workers (Ind.)	May	280
Canadian Lake Carriers Assn., Great Lakes and St. Lawrence and Merchant Service Guild (CLC) (deck officers)	Nov.	780
Canadian Lake Carriers Assn., Great Lakes and St. Lawrence and Seafarers (AFL-CIO/CLC) (unlicensed personnel)	June	386
Canadian Ohio Brass Co. Ltd., Niagara Falls and Intl. Chemical Workers (AFL-CIO)	Mar.	159
Canadian Pacific Air Lines Ltd., system-wide and Air Line Flight Attendants (CLC)	Mar.	131
Canadian Pacific Air Lines Ltd., system-wide and Machinists (AFL-CIO/CLC) (air transportation, field maintenance and shop and stores empls.)	Sept.	642
Canadian Pacific Express Ltd., Atlantic, Eastern and Western Regions and Railway Clerks (AFL-CIO/CLC) (warehousemen, drivers, mechanics, clerks, etc.)	Apr.	208
Canadian Pacific Hotels Ltd. (Royal York Hotel), Toronto and Hotel Employees (AFL-CIO/CLC)	Oct.	739
Canadian Pittsburgh Industries Ltd., Owen Sound and Glass and Ceramic Workers (AFL-CIO/CLC)	Jan.	13
Canadian Red Cross Society, Blood Transfusion Service, Hamilton, London, Ottawa and Toronto and Employees' Assn. (Ind.)	Nov.	806
Canadian Rock Salt Co. Ltd. (Ojibway Mine), Windsor and Auto Workers (CLC)	May	282
Canadian Standards Assn., Toronto and CUPE (CLC)	Nov.	808
Canron Ltd., Burlington St. and Stuart St. Plants, Hamilton and Steelworkers (AFL-CIO/CLC)	July	467
Canteen of Canada Ltd. (Vending and Food Service), Brantford, Hamilton, London, Oakville, St. Catharines and Toronto and Retail, Wholesale and Department Store Union (AFL-CIO/CLC)	Apr.	226
Cara Operations Ltd., Mississauga and Hotel Employees (AFL-CIO/CLC)	May	295
Carleton Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Dec.	868
Carleton Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	389
Carleton Towers-Four Seasons Hotel, Delta Inn of the Provinces, Holiday Inn, Lord Elgin Hotel, Sheraton El Mirador Motor Inn, Skyline Hotel and Talisman Motor Inn, Ottawa and Hotel Employees (AFL-CIO/CLC)	Sept.	669

<u>EMPLOYER AND UNION</u>	<u>ISSUE</u>	<u>PAGE</u>
Carleton University, Ottawa and Academic Staff Assn. (Ind.) (professors, librarians and instructors)	Nov.	804
Carleton University, Ottawa and Support Staff Assn. (Ind.) (clerical, technical, administrative and service empls.)	Oct.	734
Carlton Cards Ltd., Toronto and Independent Greeting Card Workers (plant production empls.)	June	359
Central Park Lodges of Canada, Hamilton, London, Ottawa and Toronto and Service Employees (AFL-CIO/CLC)	Apr.	224
Central Stampings Ltd., Windsor and Auto Workers (CLC)	Jan.	34
Certified Automotive Products (Central) Ltd., Toronto and Steelworkers (AFL-CIO/CLC)	Dec.	858
Champion Road Machinery Ltd., Goderich and Machinists (AFL-CIO/CLC)	July	469
Chateau Laurier Hotel, Ottawa and Railway, Transport and General Workers (CLC)	July	485
Chatham Public General Hospital and Service Employees (AFL-CIO/CLC)	Nov.	806
Chelsey Park Nursing Homes Inc., Brampton and Service Employees (AFL-CIO/CLC)	July	483
Chromasco Ltd., Haley and Steelworkers (AFL-CIO/CLC)	Mar.	120
City Parking Holdings Ltd., Toronto and Service Employees (AFL-CIO/CLC)	Sept.	677
Clark Equipment of Canada Ltd., St. Thomas and Machinists (AFL-CIO/CLC)	June	366
Cliffs of Canada Ltd. (Adams Mine at Kirkland Lake and Sherman Mine at Temagami) and Steelworkers (AFL-CIO/CLC) (2 bargaining units at Adams Mine - production/maintenance and office/clerical/technical; 1 bargaining unit at Sherman Mine - production/maintenance)	Apr.	206
Coca-Cola Ltd., Belleville, Hamilton, Kitchener, London, Niagara Falls, Ottawa, Peterborough, Sudbury, Toronto and Windsor and Cdn. Brewery Workers (CLC)	Oct.	705
Collingwood Shipyards Div. of Cdn. Shipbuilding and Engineering Ltd., Collingwood and Steelworkers (AFL-CIO/CLC)	Aug.	551
Computing Devices Co., a div. of Control Data Canada, Ltd., Ottawa and Stittsville and Employees' Assn. (Ind.) (clerical, plant and technical empls.)	Oct.	720
Connaught Laboratories Ltd., Bolton and Toronto and Employees' Assn. (Ind.)	June	381
The Consumers' Gas Co., Toronto and other centres and Independent Gas Workers' Union (operations empls.)	Aug.	561
The Consumers' Gas Co., Toronto and other centres and Intl. Chemical Workers (AFL-CIO) (office and clerical empls.)	Jan.	18
Continental Group of Canada Ltd., Guelph, London and Toronto and Cdn. Chemical Workers (Ind.) and Cdn. Paperworkers (CLC)	Sept.	620
Cooper Canada Ltd., Toronto and Potters (AFL-CIO/CLC) (plant and warehouse empls.)	Sept.	638
Cooper Energy Services Ltd., Stratford and Machinists (AFL-CIO/CLC)	Sept.	628
Corah Ltd., Barrie and Clothing and Textile Workers (AFL-CIO/CLC)	Dec.	845
Coro (Canada) Ltd., Toronto and Metal Polishers (AFL-CIO/CLC) (hourly-rated empls.)	Jan.	33
Council of Printing Industries of Canada on behalf of 31 employers, Toronto and area and Graphic Arts Union (AFL-CIO/CLC) (bookbinders)	Apr.	196
Council of Printing Industries of Canada, Hamilton, London, Ottawa and Toronto, Ont. and Montreal, Que. and Graphic Arts Union (AFL-CIO/CLC) (lithography empls. and photoengravers)	Mar.	119
Council of Printing Industries of Canada, Toronto and Typographical Union (AFL-CIO/CLC)	July	465
Courtaulds (Canada) Ltd. and Caravelle Carpets Ltd., Cornwall and Clothing and Textile Workers (AFL-CIO/CLC)	July	461
Crane Canada Ltd., Brantford and Steelworkers (AFL-CIO/CLC)	Apr.	200
Crothers Ltd., Toronto and Auto Workers (CLC)	May	287
Crouse-Hinds Canada Ltd., Toronto and Auto Workers (CLC)	Apr.	202
Crown Cork and Seal Co. Ltd., Concord and Steelworkers (AFL-CIO/CLC)	June	362

<u>EMPLOYER AND UNION</u>	<u>ISSUE</u>	<u>PAGE</u>
DRG Packaging (Div. of DRG Ltd.), Toronto and Printing and Graphic Communications (AFL-CIO/CLC) (printing empls.)	Oct.	710
Daal Specialties (Canada) Ltd., Collingwood and Auto Workers (CLC) (production empls.)	Feb.	70
Dare Foods Ltd., Biscuit Div., Kitchener and Bakery Workers (AFL-CIO/CLC)	June	347
Dashwood Industries Ltd., Centralia and Mount Brydges and Carpenters (AFL-CIO/CLC)	Feb.	58
Dayton Tire Canada Ltd., Whitby and Rubber Workers (AFL-CIO/CLC) (production empls.)	Sept.	613
Dayton-Walther Co. Ltd., Guelph and Steelworkers (AFL-CIO/CLC)	Nov.	778
The de Havilland Aircraft of Canada Ltd., Toronto and Auto Workers (CLC)	Oct.	714
Decor Metal Products, Midland and Auto Workers (CLC)	Jan.	34
Dempster's Bread, Div. of Corporate Foods Ltd., Toronto and Teamsters (Ind.)	Apr.	190
Dome Mines Ltd., South Porcupine and Steelworkers (AFL-CIO/CLC) (mine, mill and plant empls.)	July	472
Domglas Ltd., Bramalea and Glass and Ceramic Workers (AFL-CIO/CLC) (plant empls.)	Jan.	13
Dominion Chain Co., Div. of Welland Forge Ltd., Stratford and Machinists (AFL-CIO/CLC)	Dec.	852
Dominion Dairies Ltd. (Toronto Plants, Distribution and Maintenance Depts.) and Teamsters (Ind.)	Feb.	56
Dominion Stores Ltd., Amherstburg and Windsor and Steelworkers (AFL-CIO/CLC) (full and part-time retail food empls.)	Oct.	723
Dominion Stores Ltd., Guelph, Kitchener, Midland and Waterloo and K-Mart Plaza, Waterloo Twp. and Retail Clerks (AFL-CIO/CLC)	Nov.	784
Dominion Stores Ltd., Sarnia and Steelworkers (AFL-CIO/CLC)	Oct.	725
Dominion Stores Ltd., Sudbury and Retail, Wholesale and Department Store Union (AFL-CIO/CLC) (part-time empls.)	Oct.	726
Dominion Stores Ltd., Toronto and Retail, Wholesale and Department Store Union (AFL-CIO/CLC) (warehouse empls. and truck drivers, full and part-time)	Sept.	647
Dominion Stores Ltd., Toronto and various other centres in southern Ontario and Retail, Wholesale and Department Store Union (AFL-CIO/CLC) (full and part-time empls.)	Sept.	645
Dominion Stores Ltd., various centres in northern Ontario and Retail, Wholesale and Department Store Union (AFL-CIO/CLC) (full and part-time retail empls.)	Sept.	645
Domtar Fine Papers Ltd., Cornwall, St. Catharines and Toronto and Cdn. Paperworkers (CLC)	Sept.	615
Domtar Inc., Domtar Chemicals Group, Sifto (R) Salt Div., Goderich Mine and Cdn. Chemical Workers (Ind.)	June	385
Domtar Inc., Domtar Construction Materials/Gypsum Products, Caledonia and Steelworkers (AFL-CIO/CLC)	June	376
Domtar Inc., Packaging Group, Kraft Paper and Board Div., Red Rock and Cdn. Paperworkers (CLC)	Oct.	709
Domtar Packaging Ltd., Corrugated Containers Div., Toronto and Cdn. Paperworkers (CLC)	Aug.	544
Dow Chemical of Canada Ltd., Sarnia and Oil, Chemical and Atomic Workers (AFL-CIO/CLC) (plant empls.)	Mar.	129
Drug Trading Co. Ltd. and Druggists' Corp. Ltd., Toronto and Cdn. Chemical Workers (Ind.) (office and clerical and warehouse empls.)	Oct.	723
Du Pont of Canada Ltd., Kingston and Kingston Independent Nylon Workers Union (Ind.)	Mar.	115
Du Pont of Canada Ltd., Nipissing Works, North Bay and Nipissing Independent Union	May	309
Dubreuil Brothers Ltd., Dubreuilville and Employees' Assn. (Ind.)	Aug.	538

<u>EMPLOYER AND UNION</u>	<u>ISSUE</u>	<u>PAGE</u>
Dufferin County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	June	390
Dufferin-Peel Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Oct.	750
Duplate Canada Ltd., Hawkesbury and Oshawa and Auto Workers (CLC) (hourly-rated empls.)	Apr.	203
Durham Board of Education and CUPE (CLC) (caretaking and maintenance empls., cafeteria staff and bus drivers)	Sept.	653
Durham Board of Education and CUPE (CLC) (office and clerical empls.)	Sept.	653
Durham Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Oct.	729
Durham Region Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	390
Durham Regional Board of Commissioners of Police and Police Assn. (Ind.)	Mar.	151
Durham Regional Municipality and CUPE (CLC)	Oct.	745
Durham Regional Municipality (Homes for the Aged) and CUPE (CLC)	Jan.	25
Durham Regional Municipality (Homes for the Aged) and CUPE (CLC)	Dec.	875
Durham Regional Municipality (Works Dept.) and CUPE (CLC)	Mar.	151
East York Borough Corp. and CUPE (CLC) (inside and outside empls.)	Apr.	233
Eastern Steelcasting, a div. of Ivaco Ltd./Ltee and Ivaco Rolling Mills, a div. of Ivaco Ltd./Ltee, L'Orignal and Steelworkers (AFL-CIO/CLC)	Dec.	847
E. B. Eddy Forest Products Ltd., Espanola and Cdn. Paperworkers (CLC)	Sept.	617
E. B. Eddy Forest Products Ltd., Hull, Que. and Ottawa, Ont. and Cdn. Paperworkers (CLC) and Machinists (AFL-CIO/CLC)	Aug.	540
E. B. Eddy Forest Products Ltd. (Wood Products Div.), Nairn Twp. and Carpenters (AFL-CIO/CLC)	Mar.	115
Eldorado Nuclear Ltd., Port Hope and Steelworkers (AFL-CIO/CLC)	Sept.	683
Electrohome Ltd., Cambridge and Electrical Workers (IBEW) (AFL-CIO/CLC) (hourly-rated empls.)	Dec.	883
Electrohome Ltd., Kitchener and Waterloo and Electrical Workers (IBEW) (AFL-CIO/CLC) (plant empls.)	Nov.	779
Elgin County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	May	288
Emco Ltd., London and Steelworkers (AFL-CIO/CLC)	Feb.	63
Emco Ltd., London and Steelworkers (AFL-CIO/CLC)	Sept.	626
George W. Endress Co. Ltd., Brantford and Clothing and Textile Workers (AFL-CIO/CLC)	Dec.	854
Essex County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	May	288
Essex County Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	391
Etobicoke Borough Board of Education and CUPE (CLC) (caretakers, matrons and maintenance empls.)	June	391
Etobicoke Borough Corp. and CUPE (CLC) (outside empls.)	June	409
Etobicoke General Hospital, Rexdale and Ont. Nurses' Assn. (Ind.) (nurses, full-time)	Feb.	84
Exolon Co. of Canada Ltd., Thorold and Cdn. Chemical Workers (Ind.)	July	471
Extendicare Ltd., Beacon Hill Lodges of Canada Ltd., Central Park Lodges of Canada Ltd., Villacentres Ltd., Heritage Nursing Homes Ltd., Bestview Holdings Ltd. and Bestview Services Ltd., various Ontario cities and Service Employees (AFL-CIO/CLC) (non-medical empls.)	Apr.	225
Falconbridge Nickel Mines Ltd., Falconbridge and Mine, Mill and Smelter Workers' Union (Ind.) (hourly-rated empls.)	Nov.	779
F. W. Fearman Co. Ltd., Burlington and Foodworkers (AFL-CIO/CLC)	Nov.	771

<u>EMPLOYER AND UNION</u>	<u>ISSUE</u>	<u>PAGE</u>
Ferranti-Packard Ltd., Toronto and Electrical Workers (UE) (CLC)	May	276
Ferranti-Packard Ltd. (St. Catharines Div.) and Steelworkers (AFL-CIO/CLC)	May	277
Fiberglas Canada Ltd., Textile and Chemical Plants, Guelph and Clothing and Textile Workers (AFL-CIO/CLC)	July	461
Fiberglas Canada Ltd., Sarnia and Oil, Chemical and Atomic Workers (AFL-CIO/CLC) (hourly-rated empls.)	Feb.	73
Firestone Textiles Co., a Div. of Firestone Canada Ltd., Woodstock and United Textile Workers (AFL-CIO/CLC)	May	271
Four Seasons Hotel Toronto (Four Seasons Yorkville) and Laundry Workers (CLC)	Nov.	816
Foxhead Inn Ltd. (carrying on business as Sheraton Brock Hotel, Sheraton Foxhead Inn and Sheraton Motor Inn), Niagara Falls and Hotel Employees (AFL-CIO/CLC)	Mar.	146
Frontenac County Board of Education and CUPE (CLC)	Jan.	20
Frontenac-Lennox and Addington County Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. (Ind.)	May	289
GSW Ltd./Ltee, Fergus, Hamilton, London and Stoney Creek, Ont. and Montreal, Que. and Steelworkers (AFL-CIO/CLC) (office and plant empls.)	Aug.	553
GTE Automatic Electric (Canada) Ltd., Brockville and Electrical Workers (IUE) (AFL-CIO/CLC)	June	373
Gabriel of Canada Ltd., Mississauga and Machinists (AFL-CIO/CLC) (plant empls.)	Apr.	201
General Aviation Services Ltd., Toronto and Machinists (AFL-CIO/CLC)	Apr.	207
General Foods Ltd., Cobourg and Foodworkers (AFL-CIO/CLC)	July	456
General Mills Canada Ltd., Parker Bros. Div., Vaughan Twp. and Doll and Toy Workers (AFL-CIO/CLC)	June	382
Gillies Bros. & Co. Ltd., Braeside and Woodworkers (AFL-CIO/CLC)	June	352
Glendale Corp. (R.V. Div.), Strathroy and Machinists (AFL-CIO/CLC)	Aug.	549
Glendale Spinning Mills Ltd., Hamilton and Clothing and Textile Workers (AFL-CIO/CLC)	July	460
The Globe and Mail Ltd. (Editorial, Maintenance-Delivery and Circulation Depts.), Toronto and Newspaper Guild (AFL-CIO/CLC)	Jan.	7
Goldcrest Furniture Ltd., Toronto and Cdn. Union of Industrial Employees (Ind.)	Mar.	117
Gould Manufacturing of Canada Ltd., Mechanical Products Div., St. Thomas and Machinists (AFL-CIO/CLC)	June	369
Government of Canada (Treasury Board) and Cdn. Postmasters and Assistants Assn. (Ind.) (revenue postal operations group)	Jan.	26
Government of Canada (Treasury Board) and Council of Graphic Arts Unions (5 AFL-CIO/CLC Unions) (printing operations group, non-supervisory empls.)	Apr.	227
Government of Canada (Treasury Board) and Economists, Sociologists and Statisticians Assn. (Ind.)	Dec.	877
Government of Canada (Treasury Board) and Electrical Workers (IBEW) (AFL-CIO/CLC) (electronics group)	July	487
Government of Canada (Treasury Board) and Letter Carriers (CLC) (postal operations group, non-supervisory external mail collection and delivery services)	Oct.	740
Government of Canada (Treasury Board) and Merchant Service Guild (CLC) (ships' officers)	Nov.	809
Government of Canada (Treasury Board) and Professional Institute (PIPS) (Ind.) (architecture and town planning group)	Oct.	740
Government of Canada (Treasury Board) and PIPS (Ind.) (biological sciences and forestry groups)	Aug.	568

<u>EMPLOYER AND UNION</u>	<u>ISSUE</u>	<u>PAGE</u>
Government of Canada (Treasury Board) and PIPS (Ind.) (chemistry group)	July	496
Government of Canada (Treasury Board) and PIPS (Ind.) (commerce group)	Nov.	810
Government of Canada (Treasury Board) and PIPS (Ind.) (computer systems administration group)	July	487
Government of Canada (Treasury Board) and PIPS (Ind.) (engineering and land survey group)	Mar.	147
Government of Canada (Treasury Board) and PIPS (Ind.) (medicine group)	July	496
Government of Canada (Treasury Board) and PIPS (Ind.) (meteorology group)	Jan.	27
Government of Canada (Treasury Board) and PIPS (Ind.) (meteorology group)	Oct.	741
Government of Canada (Treasury Board) and PIPS (Ind.) (nursing group)	Sept.	669
Government of Canada (Treasury Board) and PIPS (Ind.) (physical sciences group)	June	406
Government of Canada (Treasury Board) and PIPS (Ind.) (scientific research group)	Jan.	28
Government of Canada (Treasury Board) and PIPS (Ind.) (scientific research group)	Aug.	569
Government of Canada (Treasury Board) and PIPS (Ind.) (veterinary science group)	Sept.	671
Government of Canada (Treasury Board) and Public Service Alliance of Canada (PSAC) (CLC) (administrative services group)	Sept.	672
Government of Canada (Treasury Board) and PSAC (CLC) (auditing group)	Mar.	148
Government of Canada (Treasury Board) and PSAC (CLC) (clerical and regulatory group)	Sept.	672
Government of Canada (Treasury Board) and PSAC (CLC) (communications group)	June	406
Government of Canada (Treasury Board) and PSAC (CLC) (correctional group, supervisory and non-supervisory)	May	296
Government of Canada (Treasury Board) and PSAC (CLC) (data processing group)	June	407
Government of Canada (Treasury Board) and PSAC (CLC) (drafting and illustration group)	Jan.	28
Government of Canada (Treasury Board) and PSAC (CLC) (drafting and illustration group)	Dec.	878
Government of Canada (Treasury Board) and PSAC (CLC) (education group)	July	488
Government of Canada (Treasury Board) and PSAC (CLC) (engineering and scientific support group)	Nov.	810
Government of Canada (Treasury Board) and PSAC (CLC) (financial administration group)	Oct.	741
Government of Canada (Treasury Board) and PSAC (CLC) (firefighters, supervisory and non-supervisory)	Oct.	742
Government of Canada (Treasury Board) and PSAC (CLC) (general labour and trades group, supervisory and non-supervisory)	Apr.	228
Government of Canada (Treasury Board) and PSAC (CLC) (general services group, supervisory and non-supervisory)	Aug.	570
Government of Canada (Treasury Board) and PSAC (CLC) (general technical group, technical inspection group and social science support group)	May	297
Government of Canada (Treasury Board) and PSAC (CLC) (heating, power and stationary plant operation group, supervisory and non-supervisory)	Oct.	743
Government of Canada (Treasury Board) and PSAC (CLC) (hospital services group, supervisory and non-supervisory)	June	408
Government of Canada (Treasury Board) and PSAC (CLC) (information services group)	May	298
Government of Canada (Treasury Board) and PSAC (CLC) (lightkeeper group, supervisory and non-supervisory)	July	490
Government of Canada (Treasury Board) and PSAC (CLC) (office equipment operations group)	June	409
Government of Canada (Treasury Board) and PSAC (CLC) (primary products inspection group)	Apr.	229

<u>EMPLOYER AND UNION</u>	<u>ISSUE</u>	<u>PAGE</u>
Government of Canada (Treasury Board) and PSAC (CLC) (programme administration group)	Dec.	878
Government of Canada (Treasury Board) and PSAC (CLC) (purchasing and supply group)	Apr.	242
Government of Canada (Treasury Board) and PSAC (CLC) (radio operations group)	Apr.	230
Government of Canada (Treasury Board) and PSAC (CLC) (secretarial, stenographic and typing group)	Aug.	571
Government of Canada (Treasury Board) and PSAC (CLC) (ships' crews, supervisory and non-supervisory)	Apr.	230
Government of Canada (Treasury Board) and PSAC (CLC) (welfare programmes group)	Aug.	572
The Great Atlantic & Pacific Co. of Canada Ltd., Toronto and Bakery Workers (AFL-CIO/CLC)	Feb.	57
The Great Atlantic & Pacific Co. of Canada Ltd., province-wide and Foodworkers (AFL-CIO/CLC)	Oct.	727
Great Lakes Paper Co., Ltd., Thunder Bay and Cdn. Paperworkers (CLC)	Sept.	618
Great Lakes Paper Co., Ltd., Thunder Bay and Carpenters (AFL-CIO/CLC) (woods operations)	Oct.	721
The Greater Niagara General Hospital, Niagara Falls and Ont. Nurses' Assn. (Ind.) (nurses, full-time)	Mar.	156
Greb Industries Ltd. (Bauer Div.), Kitchener and United Shoe Workers (AFL-CIO/CLC)	May	270
Greb Industries Ltd., Services and Cema Plants, Kitchener and United Shoe Workers (AFL-CIO/CLC)	Jan.	4
Griffith Mine, Pickands Mather & Co., Bruce Lake and Steelworkers (AFL-CIO/CLC)	Sept.	639
Guelph City Corp. (Works, Parks and Recreation Depts.) and CUPE (CLC)	Mar.	152
Gulf Canada Ltd., Clarkson Refinery, Mississauga and Oil, Chemical and Atomic Workers (AFL-CIO/CLC)	June	380
Halton Board of Education and CUPE (CLC) (caretakers and maintenance empls.)	July	476
Halton Regional Board of Commissioners of Police and Police Assn. (Ind.)	June	428
Halton Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Apr.	213
Halton Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Sept.	654
Hamilton City Board of Education and CUPE (CLC) (caretaking and maintenance empls. and bus drivers)	Oct.	729
Hamilton City Board of Education and CUPE (CLC) (cleaners and cooking staff)	Oct.	730
Hamilton Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Sept.	654
Hamilton City Corp. and CUPE (CLC) (inside empls.)	Feb.	81
Hamilton City Corp. and CUPE (CLC) (outside empls.)	Apr.	233
Hamilton City Corp. and Fire Fighters (AFL-CIO/CLC)	Feb.	87
Hamilton City Corp. and Fire Fighters (AFL-CIO/CLC)	Dec.	880
Hamilton City Hydro-Electric Commission and Electrical Workers (IBEW) (AFL-CIO/CLC)	June	388
Hamilton Civic Hospitals and Ont. Nurses' Assn. (Ind.) (nurses, full and part-time)	July	479
Hamilton Street Railway Co. and Transit Union (AFL-CIO/CLC) (hourly-rated empls.)	Apr.	211
Hamilton-Wentworth Regional Municipality and CUPE (CLC) (inside empls.)	Mar.	153
Hamilton-Wentworth Regional Municipality and CUPE (CLC) (outside empls.)	May	299

<u>EMPLOYER AND UNION</u>	<u>ISSUE</u>	<u>PAGE</u>
Hamilton-Wentworth Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Nov.	792
Hammond Manufacturing Co. Ltd., Guelph and Puslinch Twp. and Employees' Assn. (Ind.) (plant and warehouse empls.)	Sept.	633
Harbour Castle Hilton, Toronto and Laundry Workers (CLC)	Aug.	567
Harding Carpets Ltd., Brantford and Cdn. Textile and Chemical Union (CCU)	Aug.	535
Harding Carpets Ltd., Collingwood and Clothing and Textile Workers (AFL-CIO/CLC)	Apr.	192
Harding Carpets Ltd., Collingwood and Clothing and Textile Workers (AFL-CIO/CLC)	Dec.	844
Hastings County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Nov.	793
Hastings County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Nov.	794
Hastings-Prince Edward County R.C.S.S. Board and Ont. English Catholic Teachers' Assn. (Ind.)	Nov.	794
Hawker Siddeley Canada Ltd., Orenda Div., Mississauga and Machinists (AFL-CIO/CLC)	Oct.	716
H. J. Heinz Co. of Canada, Ltd., Leamington and Foodworkers (AFL-CIO/CLC)	June	346
John T. Hepburn, Ltd., Mississauga and Toronto and Steelworkers (AFL-CIO/CLC) (hourly-rated empls.)	Oct.	712
Hiway Market Ltd., Kitchener and Waterloo and Retail Clerks (AFL-CIO/CLC)	Nov.	786
Holmes Foundry Ltd., Sarnia and Auto Workers (CLC)	June	422
Honeywell Ltd., Scarborough and Auto Workers (CLC) (hourly-rated empls.)	Mar.	129
Hotel Plaza II, Toronto and Hotel Employees (AFL-CIO/CLC)	Nov.	808
Howden Parsons Ltd., Toronto and Boilermakers (AFL-CIO/CLC)	Feb.	64
Huron County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Nov.	816
Huron County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Apr.	214
Huron County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Aug.	583
I-T-E Industries Ltd., Power Equipment Group, Mississauga and Electrical Workers (IBEW) (AFL-CIO/CLC)	Mar.	126
I-T-E Industries Ltd., Power Equipment Group, Mississauga and Electrical Workers (IBEW) (AFL-CIO/CLC)	Dec.	854
Imperial Leaf Tobacco Co. of Canada Ltd., Aylmer and Cdn. Chemical Workers (Ind.) (seasonal empls.)	Dec.	842
Imperial Tobacco Ltd./Ltee (Div. of Imasco Ltd.), Guelph and Tobacco Workers (AFL-CIO/CLC) (plant and office empls.)	Aug.	581
Inco Ltd., Port Colborne and Steelworkers (AFL-CIO/CLC) (hourly-rated plant empls.)	Sept.	624
International Hardware Co. of Canada Ltd., Belleville and Molders (AFL-CIO/CLC) (production and office empls.)	Aug.	548
International Harvester Co. of Canada Ltd., Chatham and Auto Workers (CLC) (clerical and technical empls.)	Feb.	66
International Malleable Iron Co. Ltd., Guelph and Steelworkers (AFL-CIO/CLC)	Feb.	61
International Malleable Iron Co. Ltd., Guelph and Steelworkers (AFL-CIO/CLC)	Sept.	623
Kayser-Roth Canada Ltd. (Bathurst Street Plant, Bathurst Street Plant Fabric Div. and Highbury Avenue Plant), London and Clothing and Textile Workers (AFL-CIO/CLC)	Jan.	6
Kellogg Salada Canada Ltd., London and Millers (AFL-CIO/CLC) (production empls.)	May	270

EMPLOYER AND UNION	ISSUE	PAGE
Kellogg Salada Co. Ltd., Rexdale and Bakery Workers (AFL-CIO/CLC)	Mar.	159
Kelsey-Hayes Canada Ltd. (Eureka Foundry Plant), Woodstock and Auto Workers (CLC)	Apr.	197
The Kendall Co., Toronto and Steelworkers (AFL-CIO/CLC)	May	310
Kent County Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	392
Kerr Addison Mines Ltd., Virginiatown and Employees' Assn. (Ind.)	May	282
Kimberly-Clark of Canada Ltd. (Pulp and Forest Products Div.), Longlac and Carpenters (AFL-CIO/CLC) (woods empls.)	Dec.	863
Kimberly-Clark of Canada Ltd. (Pulp and Forest Products Div.), Terrace Bay and United Paperworkers (AFL-CIO/CLC) (mill empls.)	July	463
Kingston City Corp. (including Rideaucrest Home for the Aged) and CUPE (CLC) (inside empls.)	July	491
Kingston and District Road, Sewer and Watermain Contractors and Labourers (AFL-CIO/CLC)	Nov.	812
Kingston Spinners Ltd. and Clothing and Textile Workers (AFL-CIO/CLC)	July	460
Kitchener City Corp. (Public Works and Parks & Recreation Depts.) and CUPE (CLC)	Apr.	234
Knechtel Furniture Ltd., Hanover and Woodworkers (AFL-CIO/CLC)	Aug.	581
Kodak Canada Ltd., Mount Dennis and Brampton and Employees' Assn. (Ind.) (production and distribution empls.)	Apr.	205
Kraus Carpet Mills Ltd., Waterloo and Employees' Assn. (Ind.)	July	462
Kroehler Mfg. Co., Ltd., Stratford, Ont. and Montreal, Que. and Upholsterers (AFL-CIO/CLC) (production and maintenance empls.)	June	354
Kruger Pulp and Paper Ltd., Packaging Div., Rexdale and Cdn. Paperworkers (CLC) (hourly-paid empls.)	Dec.	882
Labatt's Ltd. (London Brewery) and Natl. Brewery Workers Union (CLC)	Mar.	113
Lake Ontario Cement Ltd., Sophiasburgh and Toronto and Cement Workers (AFL-CIO/CLC)	Mar.	126
Lakehead Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Oct.	730
Lakehead Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Sept.	655
Lakehead Board of Education and Service Employees (AFL-CIO/CLC)	Feb.	75
Lakehead District Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. (Ind.)	Dec.	869
Lakehead Terminal Elevators Assn. (Cargill Grain Co. Ltd., Manitoba Pool Elevators, Parrish and Heimbecker Ltd., Richardson Terminals Ltd., Saskatchewan Wheat Pool and United Grain Growers Ltd.), Thunder Bay and Railway Clerks (AFL-CIO/CLC)	Mar.	133
Lambton County Board of Education and CUPE (CLC)	Mar.	133
Lambton County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Sept.	656
Lambton County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	June	392
Lambton County R.C.S.S. Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	421
Lanark County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Sept.	657
Lanark County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Sept.	657
Lancia-Bravo Foods, Toronto and Foodworkers (AFL-CIO/CLC)	Apr.	191
Laurentian Hospital, Sudbury and Ont. Nurses' Assn. (Ind.) (nurses, full and part-time)	July	480
Leeds and Grenville County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Apr.	214
Lennox and Addington County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Sept.	658

<u>EMPLOYER AND UNION</u>	<u>ISSUE</u>	<u>PAGE</u>
Lever Detergents Ltd., Toronto and Intl. Chemical Workers (AFL-CIO)	Mar.	127
Levesque Plywood Ltd., Hearst and Carpenters (AFL-CIO/CLC)	Nov.	772
Levi Strauss of Canada, Inc., Hamilton and Clothing and Textile Workers (AFL-CIO/CLC)	Jan.	31
Liberty Furniture Industries Ltd., Toronto and Vaughan Twp. and Steel-workers (AFL-CIO/CLC)	June	355
Lincoln County Board of Education and CUPE (CLC) (maintenance, caretaking and cafeteria empls. and bus drivers, full and part-time)	Jan.	20
Lincoln County Board of Education and CUPE (CLC) (office, clerical and technical empls.)	Feb.	76
Lincoln County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Oct.	731
Lincoln County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Oct.	731
Lincoln County Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Jan.	21
Lincoln County Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Dec.	870
Thomas J. Lipton Ltd., Bramalea and Millers (AFL-CIO/CLC)	Feb.	57
Loblaws Ltd., various centres and Westfair Foods Ltd., Thunder Bay and Cdn. Retail Employees (CLC) (full and part-time empls.)	Sept.	648
Loblaws Ltd., Barrie, Chatham, Hamilton, Kingston, London, St. Catharines and Toronto and Foodworkers (AFL-CIO/CLC) (full and part-time empls.)	Nov.	787
Loblaws Ltd., Brantford, Kingston, London, Ottawa, Sarnia and Windsor and Retail Clerks (AFL-CIO/CLC) (full and part-time empls.)	Nov.	789
London City Board of Commissioners of Police and Police Assn. (Ind.)	June	410
London City Board of Education and CUPE (CLC) (full and part-time empls.)	Apr.	215
London City Board of Education and CUPE (CLC) (office and clerical empls., full and part-time)	Oct.	731
London City Board of Education and Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Nov.	794
London City Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Jan.	22
London City Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Nov.	795
London City Corp. and CUPE (CLC) (office, clerical and technical empls.)	Feb.	82
London City Corp. and CUPE (CLC) (outside empls.)	Mar.	153
London City Corp. and Fire Fighters (AFL-CIO/CLC)	Aug.	572
London City Corp. (Dr. John Dearnness Home for Elder Citizens) and Service Employees (AFL-CIO/CLC)	Mar.	145
London City Public Utilities Commission and CUPE (CLC)	Jan.	17
London and District Road, Sewer and Watermain Contractors and Labourers (AFL-CIO/CLC)	Dec.	881
London & Middlesex County Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. (Ind.)	Nov.	795
London Transportation Commission and Transit Union (AFL-CIO/CLC)	Aug.	556
MTD Products Ltd., Kitchener and Auto Workers (CLC)	Sept.	631
Mansfield-Denman General Co. Ltd., Industrial Products Div., Welland and Rubber Workers (AFL-CIO/CLC)	July	458
Maritime Employers Assn., Toronto Harbour Commissioners and Hamilton Harbour Commissioners, Toronto and Hamilton and Longshoremen (AFL-CIO/CLC)	May	283
Mathews Conveyer Co., a div. of Rexnord Canada Ltd., Cobourg and Port Hope and Machinists (AFL-CIO/CLC)	Sept.	628

<u>EMPLOYER AND UNION</u>	<u>ISSUE</u>	<u>PAGE</u>
Mattabi Mines Ltd., Ignace and Steelworkers (AFL-CIO/CLC) (mine and plant empls.)	July	473
McDonnell Douglas Canada Ltd., Mississauga and Auto Workers (CLC) (production empls.)	June	367
McMaster University (Operations and Maintenance Unit and Machinists Unit), Hamilton and Service Employees (AFL-CIO/CLC)	Dec.	873
Metropolitan General Hospital, Windsor and Service Employees (AFL-CIO/CLC)	Sept.	665
Metropolitan Separate School Board, Toronto and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Sept.	659
Metropolitan Toronto Apartment Builders and Intl. Operating Engineers (AFL-CIO/CLC) (residential construction)	Aug.	580
Metropolitan Toronto Apartment Builders Assn. (Apartment Builders and House Builders) (wage reopener) and Labourers (AFL-CIO/CLC)	June	415
Metropolitan Toronto Board of Commissioners of Police and Police Assn. (Ind.) (uniformed empls.)	Sept.	673
Metropolitan Toronto Board of Commissioners of Police and Police Assn. (Ind.) (Unit A, Clerical; Unit B, Garage; Unit C, Parking Control Officers, Cadets and Matrons)	May	300
Metropolitan Toronto Hotel Assn. and Hotel Employees (AFL-CIO/CLC)	July	485
Metropolitan Toronto House Wreckers' Assn. and Labourers (AFL-CIO/CLC) (wrecking labourers)	July	493
Metropolitan Toronto Library Board and CUPE (CLC) (office and clerical empls., full and part-time)	Aug.	562
Metropolitan Toronto Residential Painting Contractors Assn. and Painters (AFL-CIO/CLC)	May	306
Metropolitan Toronto Road Builders' Assn. and Intl. Operating Engineers (AFL-CIO/CLC)	July	493
Metropolitan Toronto Sewer and Watermain Contractors Assn. and Intl. Operating Engineers (AFL-CIO/CLC)	July	494
Metropolitan Toronto Store Fitting Manufacturing Cos. and Carpenters (AFL-CIO/CLC)	Mar.	118
Middlesex County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Nov.	796
Middlesex County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Oct.	732
Millhaven Fibres Ltd., Millhaven Works, Ernestown and Oil, Chemical and Atomic Workers (AFL-CIO/CLC)	Apr.	192
Miracle Food Mart (Div. of Steinberg Inc.), various centres and Food-workers (AFL-CIO/CLC) (retail food empls., full and part-time)	Sept.	650
Mississauga City Corp. and Fire Fighters (AFL-CIO/CLC) (full-time empls.)	Feb.	87
Mississauga City Corp. and Fire Fighters (AFL-CIO/CLC) (full-time empls.)	May	301
Mississauga City Corp., Transit Dept. and Transit Union (AFL-CIO/CLC) (line bus drivers, garage maintenance and service empls.)	Sept.	643
Monarch Fine Foods Co. Ltd., Rexdale and Teamsters (Ind.)	July	457
Monsanto Canada Ltd., Woodbridge and Clothing and Textile Workers (AFL-CIO/CLC)	Sept.	637
Moore Corp. Ltd., Moore Business Forms Div., Fergus and Printing and Graphic Communications (AFL-CIO/CLC)	Sept.	622
Mount Sinai Hospital, Toronto and Ont. Nurses' Assn. (Ind.) (nurses, full and part-time)	Aug.	576
Mount Sinai Hospital, Toronto and Service Employees (AFL-CIO/CLC) (office and clerical empls.)	Aug.	563

<u>EMPLOYER AND UNION</u>	<u>ISSUE</u>	<u>PAGE</u>
Nashua Canada Ltd., Peterborough and Printing and Graphic Communications (AFL-CIO/CLC)	June	359
National Capital Road Builders Assn. and Intl. Operating Engineers (AFL-CIO/CLC), Labourers (AFL-CIO/CLC) and Teamsters (Ind.)	July	494
National Defence, Communications Security Establishment and PSAC (CLC) (communications officers group, administrative services and computer systems administration groups of the Administrative and Foreign Service Category)	Mar.	148
National Elevator and Escalator Assn., province-wide and Elevator Constructors (AFL-CIO/CLC) (commercial, industrial and institutional construction)	Aug.	574
National Research Council of Canada and Employees' Assn. (Ind.) (clerical and regulatory group)	July	490
National Research Council of Canada and Employees' Assn. (Ind.) (operational category, supervisory and non-supervisory)	Mar.	148
National Research Council of Canada and Employees' Assn. (Ind.) (technical category)	Mar.	160
National Research Council of Canada and Professional Institute (PIPS) (Ind.) (professional and scientific category) (research officers and research council officers)	Oct.	744
National Steel Car Corp. Ltd., Hamilton and Steelworkers (AFL-CIO/CLC) (production empls.)	May	274
National Steel Corp. of Canada Ltd., Capreol and Parry Sound and Steelworkers (AFL-CIO/CLC)	Mar.	130
William Neilson Co. Ltd., Georgetown and Toronto and Foodworkers (AFL-CIO/CLC) (plant, transport and warehouse empls.)	Dec.	842
Newman Steel Ltd., Oakville, St. Catharines, Stoney Creek and Sudbury and Steelworkers (AFL-CIO/CLC)	Nov.	775
Niagara Regional Board of Commissioners of Police and Police Assn. (Ind.) (police officers and civilian empls.)	Apr.	235
Niagara Regional Municipality and CUPE (CLC) (Public Works Dept. and office and clerical empls.)	Mar.	154
Niagara South Board of Education and CUPE (CLC) (maintenance, services and plant operations empls.)	Mar.	134
Niagara South Board of Education and Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Sept.	659
Niagara South Board of Education and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Mar.	134
Niagara Structural Steel (St. Catharines) Ltd. and Steelworkers (AFL-CIO/CLC) (fabrication plant empls.)	Dec.	850
Nipissing Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Oct.	732
Nipissing Board of Education and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Nov.	797
Nipissing District Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Nov.	797
Norfolk Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	July	477
North Bay City Corp. and CUPE (CLC) (hourly-rated and salaried empls.)	July	499
North York Borough Board of Education and CUPE (CLC) (caretakers and matrons)	Sept.	660
North York Borough Board of Education and CUPE (CLC) (office, clerical and technical empls.)	June	393
North York Borough Corp. and CUPE (CLC) (inside empls.)	June	410
North York Borough Corp. and CUPE (CLC) (outside empls.)	June	411
North York Borough Corp. and Fire Fighters (AFL-CIO/CLC)	July	492

<u>EMPLOYER AND UNION</u>	<u>ISSUE</u>	<u>PAGE</u>
North York Borough Hydro Electric Commission and CUPE (CLC) (outside and inside empls.)	July	475
North York General Hospital and Ont. Nurses' Assn. (Ind.) (nurses, full and part-time)	Apr.	217
North York Public Library Board and CUPE (CLC)	Sept.	664
Northern Telephone Ltd., province-wide and Communications Workers of Canada (CLC)	Sept.	644
Northern Wood Preservers Ltd., Thunder Bay and Carpenters (AFL-CIO/CLC)	June	353
Northwestern General Hospital, Toronto and Ont. Nurses' Assn. (Ind.) (nurses, full and part-time)	Feb.	77
Norton Co., Electric Furnace Plants, Niagara Falls and Intl. Chemical Workers (AFL-CIO) (hourly-rated and piecework empls.)	June	379
O&K Orenstein & Koppel Canada Ltd., Dundas and Machinists (AFL-CIO/CLC) (production and maintenance empls.)	Aug.	577
Omstead Foods Ltd., Wheatley and Teamsters (Ind.)	Apr.	188
Ontario Council of Regents for Colleges of Applied Arts and Technology, province-wide and OPSEU (Ind.) (academic staff, librarians and counsellors)	Sept.	663
Ontario Erectors Assn. and Structural Iron Workers (AFL-CIO/CLC) (commercial, industrial and institutional construction)	Sept.	682
Ontario Form Work Assn. and Intl. Operating Engineers (AFL-CIO/CLC) and Labourers (AFL-CIO/CLC) (residential construction)	Aug.	574
Ontario Government and Ont. Provincial Police Assn., Inc. (Ind.) (cadets and police officers)	Apr.	231
Ontario Government and Ont. Public Service Employees' Union (OPSEU) (Ind.) (clerical services category)	Mar.	149
Ontario Government and OPSEU (Ind.) (general operational services category)	Mar.	150
Ontario Government and OPSEU (Ind.) (institutional care and correctional services category)	July	491
Ontario Government and OPSEU (Ind.) (maintenance services category)	Mar.	150
Ontario Government and OPSEU (Ind.) (office services category)	Mar.	150
Ontario Government (Employee Benefits) and OPSEU (Ind.) (classified public servants)	May	298
Ontario Government (Working Conditions) and OPSEU (Ind.)	Apr.	232
Ontario Housing Corp. and CUPE (CLC) (maintenance empls. in Metro Toronto)	June	389
Ontario Housing Corp. and all Housing Authorities, province-wide (except Metro Toronto) and CUPE (CLC) (office and maintenance empls.)	Oct.	728
Ontario Hydro, Richard L. Hearn G.S. Unit, Toronto and Cdn. Operating Engineers (CCU)	Aug.	559
Ontario Hydro, province-wide and CUPE (CLC)	May	285
Ontario Hydro, province-wide and Office Employees (AFL-CIO/CLC) (clerical office empls. of the Construction Field Forces of the Generation Projects Div., and the Lines and Stations Construction Dept. of the Stations, Transmission and Distribution Div.)	Aug.	575
Ontario Industrial Roofing Contractors' Assn. and Sheet Metal Workers (AFL-CIO/CLC)	Nov.	813
Ontario Masonry Industry Employers Council and Bricklayers (AFL-CIO/CLC) (bricklayers, stonemasons and plasterers)	May	306
Ontario Millwrighting Contractors Assn. and Carpenters (AFL-CIO/CLC)	June	415
Ontario Painting Contractors Assn., Ont. Acoustical Assn. and Interior Systems Contractors Assn. and Painters (AFL-CIO/CLC)	Sept.	678
Ontario Paper Co. Ltd., Thorold and Cdn. Paperworkers (CLC) and Long-shoremen (AFL-CIO/CLC)	Aug.	542
Ontario Precast Concrete Manufacturers Assn. and Labourers (AFL-CIO/CLC) (erectors and finishers of precast concrete products)	Dec.	880

<u>EMPLOYER AND UNION</u>	<u>ISSUE</u>	<u>PAGE</u>
Ontario Produce Co. Ltd., Ont. Food Div. of Oshawa Group Ltd., Malton and Toronto and Teamsters (Ind.) (warehousing, building and equipment and garage maintenance empls.)	June	426
Ontario Refrigeration and Air Conditioning Contractors' Assn. and Plumbers (AFL-CIO/CLC)	Apr.	236
Ontario Terrazzo, Tile and Marble Guild, Inc. and Bricklayers (AFL-CIO/CLC) (marble, tile, terrazzo and cement masons, and resilient floor layers and their helpers)	May	307
Operating Engineers Employers Agency and Intl. Operating Engineers (AFL-CIO/CLC) (commercial, industrial and institutional construction)	June	416
Oshawa Area Signatory Contractors and Labourers (AFL-CIO/CLC) and Teamsters (Ind.)	Sept.	677
Oshawa General Hospital and Ont. Nurses' Assn. (Ind.) (nurses, full and part-time)	Mar.	155
Otis Elevator Co. Ltd., Hamilton and Steelworkers (AFL-CIO/CLC)	May	273
Ottawa Board of Education and CUPE (CLC) (office, clerical and technical empls.)	June	393
Ottawa Board of Education and Employees' Assn. (Ind.) (maintenance, services and plant operations empls.)	Mar.	135
Ottawa-Carleton Regional Transit Commission, Ottawa and Transit Union (AFL-CIO/CLC) (bus operators, etc.)	Mar.	132
Ottawa City Corp. and Fire Fighters (AFL-CIO/CLC)	June	412
Ottawa City Corp. and Police Assn. (Ind.)	Sept.	675
Ottawa City and Regional Municipality of Ottawa-Carleton and CUPE (CLC) (civic empls.)	Jan.	29
Ottawa City and Regional Municipality of Ottawa-Carleton and CUPE (CLC) (civic empls.)	Aug.	573
Ottawa Civic Hospital and CUPE (CLC) (medical technologists and technicians)	July	481
Ottawa Civic Hospital and 54 other Ontario hospitals and CUPE (CLC) (service, paramedic and office empls.)	Dec.	874
Ottawa General Hospital and Ont. Nurses' Assn. (Ind.) (nurses, full and part-time)	Apr.	241
Ottawa Mechanical Contractors Assn. and Renfrew County Mechanical Contractors Assn. and Plumbers (AFL-CIO/CLC) (Residential Sector)	June	420
Ottawa Roman Catholic Separate School Board and Hotel Employees (AFL-CIO/CLC) (maintenance, services and plant operations empls.)	Dec.	870
Ottawa Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Nov.	797
Oxford County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Sept.	660
Oxford County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	June	394
Patons & Baldwins (Canada) Ltd., Toronto and Clothing and Textile Workers (AFL-CIO/CLC)	Apr.	191
Peel Board of Education and CUPE (CLC) (office, clerical, library technicians and non-academic clerical lay assistants)	Oct.	733
Peel Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Mar.	136
Peel Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Nov.	798
Peel Regional Board of Commissioners of Police and Police Assn. (Ind.) (officers and cadets)	May	302
Penmans, Div. of Dominion Textile Ltd., Brantford and Paris and Clothing and Textile Workers (AFL-CIO/CLC)	Aug.	536
Perth County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Mar.	137

<u>EMPLOYER AND UNION</u>	<u>ISSUE</u>	<u>PAGE</u>
Perth County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Oct.	733
Perth County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	May	289
Perth County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Sept.	661
Peterborough Civic Hospital and Ont. Nurses' Assn. (Ind.) (nurses, full and part-time)	Mar.	140
Peterborough County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Sept.	662
Peterborough County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Nov.	798
Philips Electronics Ltd., Strathroy Furniture Div. and Christian Labour Assn. (Ind.)	Oct.	719
Phillips Cables Ltd., Brockville and Electrical Workers (IUE) (AFL-CIO/CLC)	Aug.	554
Pilkington Brothers (Canada) Ltd., Scarborough and Glass and Ceramic Workers (AFL-CIO/CLC)	June	379
Pirelli Cables Ltd., Guelph and Steelworkers (AFL-CIO/CLC)	May	279
Polysar Corp. Ltd., Sarnia and Oil, Chemical and Atomic Workers (AFL-CIO/CLC) (hourly-rated empls.)	Feb.	74
Port Weller Dry Docks Ltd. (A Div. of Upper Lakes Shipping Ltd.), St. Catharines and Boilermakers (AFL-CIO/CLC) and Electrical Workers (IBEW) (AFL-CIO/CLC)	July	470
Procor Ltd., Oakville and Boilermakers (AFL-CIO/CLC)	June	361
Quaker Oats Co. of Canada Ltd., Pet Food Div., Trenton and Foodworkers (AFL-CIO/CLC)	Apr.	189
Queen's University, Kingston and Kingston Heating and Maintenance Workers' Union (CLC)	June	401
Queensway General Hospital Assn., Toronto and Ont. Nurses' Assn. (Ind.) (nurses, full and part-time)	May	311
RCA Ltd., Midland and Electrical Workers (IUE) (AFL-CIO/CLC)	June	374
RCA Ltd., Prescott and Electrical Workers (IUE) (AFL-CIO/CLC)	June	372
RCA Ltd., Smiths Falls and Electrical Workers (IUE) (AFL-CIO/CLC)	June	383
The Railway Assn. of Canada, Canadian National Railways, Canadian Pacific Railways and other railways, system-wide and Associated Railway Unions (17 Unions - CLC, AFL-CIO/CLC and Ind.)	Apr.	209
Reed Ltd. (Dryden Operations) and Cdn. Paperworkers (CLC) and Intl. Operating Engineers (AFL-CIO/CLC)	Dec.	846
Reed Ltd., Forestry and Wood Products Group, Dryden and Carpenters (AFL-CIO/CLC) (woods operations)	Dec.	863
Reed Packaging Ltd., Toronto and Printing and Graphic Communications (AFL-CIO/CLC)	Oct.	710
Renfrew County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Apr.	216
Renfrew County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Nov.	799
Renfrew County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Oct.	733
Renfrew County Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Apr.	216
John Rennie Ltd., Guelph and Clothing and Textile Workers (AFL-CIO/CLC)	Apr.	195

<u>EMPLOYER AND UNION</u>	<u>ISSUE</u>	<u>PAGE</u>
Rheem Canada Ltd., Hamilton and Oakville and Steelworkers (AFL-CIO/CLC)	Jan.	9
Rheem Canada Ltd., Hamilton and Oakville and Steelworkers (AFL-CIO/CLC)	Nov.	777
Richards-Wilcox of Canada Ltd., London and Machinists (AFL-CIO/CLC)	Jan.	10
Robertshaw Controls (Canada) Ltd., Toronto and Electrical Workers (UE) (CLC)	Jan.	15
P.L. Robertson Mfg., Div. of Procor Ltd., Milton and Steelworkers (AFL-CIO/CLC)	Oct.	712
Rothmans of Pall Mall Canada Ltd., Toronto and Bakery and Tobacco Workers (AFL-CIO/CLC) (plant empls.)	Dec.	843
Rowntree Mackintosh Canada Ltd., Toronto and Retail, Wholesale and Department Store Union (AFL-CIO/CLC)	June	348
Rubbermaid (Canada) Ltd., Mississauga and Auto Workers (CLC)	July	459
Ryerson Polytechnical Institute Board of Governors, Toronto and Graduate Assistants (Ind.) (part-time and sessional instructors)	May	293
S.K.D. Manufacturing Co. Ltd., Amherstburg and Auto Workers (CLC)	Feb.	71
St. Catharines City Corp. and CUPE (CLC) (equipment operators, maintenance and service empls.)	Feb.	82
St. Catharines General Hospital and Ont. Nurses' Assn. (Ind.) (nurses, full and part-time)	Aug.	563
St. Joseph Religious Hospitaliers of Hotel Dieu, Windsor and Ont. Nurses' Assn. (Ind.) (nurses, full and part-time)	Sept.	666
St. Joseph Religious Hospitaliers of Hotel Dieu, Windsor and Service Employees (AFL-CIO/CLC) (Service Unit)	July	482
St. Joseph's Hospitals, Chatham and London and Ont. Nurses' Assn. (Ind.) (nurses, full-time)	June	427
St. Joseph's Hospital, Hamilton and Ont. Nurses' Assn. (Ind.) (nurses, full and part-time)	Apr.	218
St. Joseph's Hospital, Toronto and Ont. Nurses' Assn. (Ind.) (nurses, full and part-time)	Apr.	219
St. Lawrence Cement Co. (Mississauga Plant, Ogden Point Quarry and Cement Distributing Depots), Mississauga and Cement Workers (AFL-CIO/CLC) (hourly-rated empls.)	Sept.	636
The St. Lawrence Seaway Authority, Ont. and Que. and Railway, Transport and General Workers (CLC) (Operational and Maintenance Agreement and Headquarters Agreement)	May	284
St. Mary's of the Lake Hospital, Kingston and Employees' Assn. (Ind.)	Oct.	737
St. Michael's Hospital, Toronto and Ont. Nurses' Assn. (Ind.) (nurses, full and part-time)	Mar.	141
St. Vincent Hospital, Ottawa and Intl. Operating Engineers (AFL-CIO/CLC) (non-medical empls.)	July	482
Salvation Army Grace Hospital, Windsor and Ont. Nurses' Assn. (Ind.) (nurses, full and part-time)	Apr.	220
Salvation Army Grace Hospital, Windsor and Service Employees (AFL-CIO/CLC)	Aug.	565
Samuel, Son & Co. Ltd., Mississauga and Steelworkers (AFL-CIO/CLC)	May	287
Sangamo Co. Ltd., Toronto and Machinists (AFL-CIO/CLC)	Mar.	126
Sarnia General Hospital and Ont. Nurses' Assn. (Ind.) (nurses, full and part-time)	May	312
Saskatchewan Wheat Pool, Thunder Bay, Ont., Winnipeg, Man., Regina, Sask. and Vancouver, B.C. and Grain Services Union (CLC) (Country Elevator Div., Head Office Div., Printing and Publishing Div., Livestock Div. and Construction and Repair Div.)	May	285
Sault Ste. Marie Board of Education and CUPE (CLC) (Plant Dept. empls. and clerical workers)	May	289
Sault Ste. Marie Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	June	394
Sault Ste. Marie Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Oct.	734

<u>EMPLOYER AND UNION</u>	<u>ISSUE</u>	<u>PAGE</u>
Sault Ste. Marie District Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Dec.	871
Sault Ste. Marie General Hospital and Ont. Nurses' Assn. (Ind.) (nurses, full and part-time)	Mar.	143
Savage Shoes (1970) Ltd., Plant No. 7, London and United Shoe Workers (AFL-CIO/CLC)	Mar.	114
Scarborough Borough Board of Education and CUPE (CLC) (full-time operations and maintenance empls.)	July	477
Scarborough Borough Board of Education and CUPE (CLC) (part-time operations and maintenance empls.)	July	478
Scarborough Borough Corp. and CUPE (CLC) (office, clerical and technical empls.)	June	412
Scarborough Borough Corp. and CUPE (CLC) (outside empls.)	May	302
Scarborough Borough Corp. and Fire Fighters (AFL-CIO/CLC)	May	313
Scarborough Borough Public Utilities Commission (Hydro Div., Water Works Div. and Garage Div.) and Electrical Workers (IBEW) (AFL-CIO/CLC)	Aug.	560
Scarborough Centenary Hospital Assn. and Ont. Nurses' Assn. (Ind.) (nurses, full and part-time)	Sept.	666
Scarborough General Hospital and OPSEU (Ind.) (office and clerical empls.)	June	404
J.M. Schneider Inc., Kitchener and Employees' Assn. (Ind.) (plant empls.)	Sept.	612
Laura Secord, Div. of Ault Foods (1975) Ltd., Scarborough and Bakery Workers (AFL-CIO/CLC) (full-time production empls.)	May	309
Shell Canada Ltd. (Sarnia Refinery), Corunna and Oil, Chemical and Atomic Workers (AFL-CIO/CLC)	May	281
Sheller-Globe of Canada, Ltd. (Canadian Steering Wheel Div.), Brampton and Auto Workers (CLC)	Dec.	860
The Sheraton Centre Hotel, King Edward Hotel, Hotel Toronto, Lord Simcoe Hotel, Ramada Inn Downtown, Westbury Hotel, Delta Chelsea Inn and Inn on the Park, Toronto and Hotel Employees (AFL-CIO/CLC)	July	486
Shopsy's Foods Ltd., Weston and Foodworkers (AFL-CIO/CLC)	Jan.	4
Silknit Ltd. and Dominion Woollens & Worsteds, Div. of Silknit Ltd., Cambridge and United Textile Workers (AFL-CIO/CLC)	Apr.	194
Silverwood Dairies (Div. of Silverwood Industries Ltd.), Toronto and Cdn. Operating Engineers (CCU)	June	346
Simcoe County Board of Education and Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Nov.	799
Simcoe County Board of Education and OPSEU (Ind.) (office, clerical and technical empls.)	Feb.	76
Simcoe County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Nov.	800
Simcoe County Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Jan.	22
Simmons Ltd., Bramalea and Electrical Workers (UE) (CLC)	June	356
Sklar Furniture Ltd., Ajax and Whitby and Upholsterers (AFL-CIO/CLC)	Mar.	118
Sklar Furniture Ltd. (Chair Div.), Toronto and Upholsterers (AFL-CIO/CLC)	Dec.	882
Sklar Furniture Ltd. (Peppler Div.), Hanover and Woodworkers (AFL-CIO/CLC)	Jan.	7
Sklar Furniture Ltd. (Peppler Div.), Hanover and Woodworkers (AFL-CIO/CLC)	Aug.	582
Smith & Stone Ltd., Georgetown and Auto Workers (CLC)	Dec.	856
Somerville Belkin Industries Ltd., London and Cdn. Chemical Workers (Ind.)	Sept.	621
Spar Aerospace Products Ltd., Toronto and Auto Workers (CLC)	Feb.	64
Spruce Falls Power and Paper Co., Ltd., Kapuskasing and Carpenters (AFL-CIO/CLC) (woods empls.)	Dec.	865

<u>EMPLOYER AND UNION</u>	<u>ISSUE</u>	<u>PAGE</u>
Spruce Falls Power and Paper Co., Ltd. and Kimberly-Clark of Canada Ltd., Kapuskasing and Cdn. Paperworkers (CLC) and Electrical Workers (IBEW) (AFL-CIO/CLC)	Sept.	619
Standard Tube Canada Ltd., Woodstock and Auto Workers (CLC) (hourly-rated empls.)	Feb.	59
Stanton Pipes Ltd., Hamilton and Steelworkers (AFL-CIO/CLC)	Sept.	623
Star Slipper Co., Ltd. and Valenti Shoe Ltd., Toronto and Foodworkers (AFL-CIO/CLC)	Oct.	705
Stauffer Chemical Co. of Canada, Ltd. (Canadian Vinyl Fabrics, New Toronto Works) and Steelworkers (AFL-CIO/CLC) (production, office, clerical and laboratory empls.)	Apr.	193
Steel Co. of Canada Ltd. (Hilton Works), Hamilton and Steelworkers (AFL-CIO/CLC) (plant empls.)	July	465
Steel Co. of Canada Ltd., Page-Hersey Works and Welland Tube Works, Welland and Electrical Workers (UE) (CLC)	Nov.	773
Steel Co. of Canada Ltd. (various finishing mills), Hamilton, Brantford, Toronto and Gananoque, Ont., and Montreal, Lachine and Contrecoeur, Que. and Steelworkers (AFL-CIO/CLC) (mill empls.)	July	469
Steep Rock Iron Mines Ltd., Atikokan and Steelworkers (AFL-CIO/CLC)	June	384
Steeplejack and Masonry Restoration Contractors Assn., province-wide and Plasterers (AFL-CIO)	June	420
Steinberg Inc., Ottawa and other centres, Ont. and Hull and Gatineau, Que. and Retail Clerks (AFL-CIO/CLC)	Nov.	790
Steinberg Inc. (Miracle Food Mart Div.), Toronto and Teamsters (Ind.) (distribution centres empls.)	Dec.	867
Steinberg Inc. (Miracle Mart Div.), Toronto and other centres and Foodworkers (AFL-CIO/CLC) (retail department store empls.)	Nov.	791
Sterling Drug Ltd., Aurora and Oil, Chemical and Atomic Workers (AFL-CIO/CLC)	July	472
Sterling Packaging Products Ltd., Scarborough and Printing and Graphic Communications (AFL-CIO/CLC) (hourly-rated empls.)	June	365
Stormont, Dundas and Glengarry County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Nov.	801
Stormont, Dundas and Glengarry County Board of Education and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Nov.	801
Stormont, Dundas and Glengarry County Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Aug.	583
Storval International Inc., Pembroke and Steelworkers (AFL-CIO/CLC)	Oct.	707
Stratford General Hospital Corp. and Ont. Nurses' Assn. (Ind.) (nurses, full and part-time)	July	498
Sudbury Board of Education and CUPE (CLC) (custodial, maintenance, construction and transportation empls.)	Nov.	802
Sudbury Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	June	395
Sudbury Board of Education and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Nov.	803
Sudbury District Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Dec.	872
Sudbury Electrical Contractors Assn. and Electrical Workers (IBEW) (AFL-CIO/CLC)	Jan.	29
Sudbury General Hospital of the Immaculate Heart of Mary and Ont. Nurses' Assn. (Ind.) (nurses, full and part-time)	Apr.	221
Sudbury Regional Board of Commissioners of Police and Police Assn. (Ind.)	Nov.	811

<u>EMPLOYER AND UNION</u>	<u>ISSUE</u>	<u>PAGE</u>
Sunar Ltd., Steel Div., Waterloo and Steelworkers (AFL-CIO/CLC) (office and production empls.)	June	355
Sunbeam Corp. (Canada) Ltd., Toronto and Federal Labour Union (CLC)	June	372
Sunnybrook Hospital and 42 other hospitals throughout Ontario and Service Employees (AFL-CIO/CLC)	June	404
Supreme Aluminum Industries Ltd., Scarborough and Pickering and Employee Council Representatives of Supreme Aluminum Industries Ltd. (Ind.)	Mar.	121
Susan Shoe Industries Ltd., Hamilton and Retail Clerks (AFL-CIO/CLC)	Sept.	681
Swift Canadian Co. Ltd., Canada-wide and Foodworkers (AFL-CIO/CLC)	Aug.	532
TCF of Canada Ltd., Cornwall and Clothing and Textile Workers (AFL-CIO/CLC)	Sept.	636
Tele-Direct Ltd., Que. and Ont. and Cdn. Telephone Employees (Ind.) (clerical and associated empls.)	Dec.	876
Tend-R-Fresh Plant, United Co-operatives of Ontario, Petersburg and Foodworkers (AFL-CIO/CLC)	May	268
Textile Rental Institute of Ontario, Toronto and Teamsters (Ind.) (linen supply route men and laundry drivers)	Apr.	226
Thunder Bay City Board of Commissioners of Police and Police Assn. (Ind.) (policemen and civilian empls.)	May	303
Thunder Bay City Corp. and CUPE (CLC) (inside empls.)	June	413
Thunder Bay City Corp. and CUPE (CLC) (outside empls.)	Apr.	235
Thunder Bay City Corp. (Grandview Lodge and Dawson Court, Homes for the Aged) and Service Employees (AFL-CIO/CLC)	Oct.	738
Thunder Bay Construction Assn. Inc. (General Contractors' Div. and Cement Finishers' Div.) and Carpenters (AFL-CIO/CLC)	July	495
Thunder Bay Grocery Stores and Retail Clerks (AFL-CIO/CLC)	Sept.	652
Timmins District Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	May	291
Toronto City Board of Education and CUPE (CLC)	June	396
Toronto City Board of Education and CUPE (CLC) (chief caretakers and stationary operating engineers, and caretakers and maintenance empls.)	May	292
Toronto City Board of Education and CUPE (CLC) (elementary school office and clerical empls.)	June	395
Toronto City Board of Education and Educational Assistants' Assn. (Ind.)	Nov.	803
Toronto City Board of Education (Maintenance and Construction Dept.) and Toronto Building and Construction Trades Council (various AFL-CIO/CLC Unions) and Machinists (AFL-CIO/CLC)	June	396
Toronto City Corp. and Fire Fighters (AFL-CIO/CLC)	July	492
Toronto City and Metro Toronto and CUPE (CLC) (inside and outside empls.)	June	414
Toronto Cloak Manufacturers' Assn. and Ladies' Garment Workers (AFL-CIO/CLC)	Aug.	537
Toronto Commercial Film Producers Assn. and I.A.T.S.E. and Moving Picture Machine Operators (AFL-CIO/CLC)	Mar.	146
Toronto & District Carpentry Contractors Assn. and Carpenters (AFL-CIO/CLC)	Apr.	242
Toronto Dress & Sportswear Manufacturers' Guild Inc. and Ladies' Garment Workers (AFL-CIO/CLC)	Aug.	538
Toronto East General and Orthopaedic Hospital, Inc. and Ont. Nurses' Assn. (Ind.) (nurses, full and part-time)	Feb.	78
The Toronto Electric Commissioners and Toronto Hydro-Electric System and CUPE (CLC) (hourly-rated, clerical and technical empls.)	Apr.	212
Toronto Electrical Contractors Assn. and Electrical Workers (IBEW) (AFL-CIO/CLC) (residential construction)	May	308

<u>EMPLOYER AND UNION</u>	<u>ISSUE</u>	<u>PAGE</u>
Toronto General Hospital and Ont. Nurses' Assn. (Ind.) (nurses, full and part-time)	Feb.	79
Toronto Masonry Contractors' Assn. Inc. and Bricklayers, Masons Independent Union (CCU) (journeymen bricklayers and stonemasons and bricklayers' assistants)	June	421
Toronto Mechanical Contractors Assn., Metropolitan Plumbing and Heating Contractors Div., Residential Sector and Plumbers (AFL-CIO/CLC)	Aug.	576
Toronto Public Library Board and CUPE (CLC)	Sept.	664
Toronto Residential Sheet Metal Contractors Organization and Sheet Metal Workers (AFL-CIO/CLC)	Apr.	237
Toronto Spring Manufacturers and Steelworkers (AFL-CIO/CLC)	Apr.	195
Toronto Star Newspapers Ltd. and Newspaper Guild (AFL-CIO/CLC)	June	360
Toronto Transit Commission and Gray Coach Lines and Transit Union (AFL-CIO/CLC), CUPE (CLC) and Machinists (AFL-CIO/CLC)	Nov.	781
Transit Windsor (wage reopener) and Transit Union (AFL-CIO/CLC)	Aug.	579
Tridon Ltd., Burlington and Employees' Assn. (Ind.)	Dec.	851
Twenty-nine Ontario hospitals and Cdn. Operating Engineers (CCU)	Jan.	35
Union Carbide Canada Ltd., Lindsay and Printing and Graphic Communications (AFL-CIO/CLC)	Aug.	555
Union Carbide Canada Ltd. (Carbon Plant and Metals Plant), Welland and Electrical Workers (UE) (CLC) (hourly-rated empls.)	May	272
Union Gas Ltd., southwestern Ontario and Cdn. Chemical Workers (Ind.) and Oil, Chemical and Atomic Workers (AFL-CIO/CLC) (hourly-rated and clerical empls.)	Jan.	19
Uniroyal Chemical, Div. of Uniroyal Ltd., Elmira and Steelworkers (AFL-CIO/CLC) (hourly-rated empls.)	Dec.	859
United-Carr, Div. of TRW Canada, Ltd., Brantford and Employees' Assn. (Ind.)	July	468
University of Guelph (reopener agreement) and CUPE (CLC) (trades, services and maintenance empls.)	Aug.	579
University of Guelph and Staff Assn. (Ind.) (office, clerical, laboratory, library, technical and agricultural empls.)	June	401
University of Ottawa and Professors' Assn. (Ind.)	June	402
University of Toronto and Graduate Assistants' Assn. (Ind.)	Mar.	139
University of Toronto and Service Employees (AFL-CIO/CLC) (non-teaching, non-clerical empls.)	Oct.	735
University of Toronto (Libraries) and CUPE (CLC) (non-professional empls.)	Nov.	805
University of Waterloo (Plant Operations and Food Services Depts.) (wage reopener) and CUPE (CLC)	June	403
University of Windsor and CUPE (CLC)	Aug.	562
University of Windsor and Service Employees (AFL-CIO/CLC) (clerical, secretarial and office empls.)	Sept.	664
Upper Lakes Shipping Ltd., operating in the Great Lakes, St. Lawrence and coastal area and Railway, Transport and General Workers (CLC) (uncertificated personnel)	Sept.	642
Victoria County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	June	397
Victoria Hospital Corp., London and Office Employees (AFL-CIO/CLC) (office and clerical empls.)	Dec.	884
Victoria Hospital Corp., London and Ont. Nurses' Assn. (Ind.) (nurses, full-time)	Apr.	223
Victoria Hospital Corp., London and 34 other Ontario Hospitals and OPSEU (Ind.) (paramedical empls.)	Mar.	144
Victoria Hospital Corp., London and Service Employees (AFL-CIO/CLC) (service and maintenance empls., part-time)	Apr.	238

<u>EMPLOYER AND UNION</u>	<u>ISSUE</u>	<u>PAGE</u>
WABCO Ltd., Stoney Creek Plant and Electrical Workers (UE) (CLC) (hourly-rated empls.)	Oct.	717
Hiram Walker & Sons Ltd., Walkerville and Auto Workers (CLC)	Aug.	534
Waterloo County Board of Education and Custodial and Maintenance Assn. (Ind.) (maintenance, service and plant operations)	July	478
Waterloo County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Mar.	157
Waterloo County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Mar.	158
Waterloo County Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Sept.	662
Waterloo Regional Board of Commissioners of Police and Police Assn. (Ind.) (policemen)	May	304
Weatherhead Co. of Canada Ltd., St. Thomas and Machinists (AFL-CIO/CLC)	June	370
Weldwood of Canada Ltd., Longlac Div., Longlac and Carpenters (AFL-CIO/ CLC)	Aug.	539
Welland County General Hospital, Welland and Ont. Nurses' Assn. (Ind.) (nurses, full and part-time)	Feb.	81
Welland County Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	397
Wellington County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Nov.	804
Wentworth County Board of Education and CUPE (CLC)	June	398
Wentworth County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Mar.	137
Wentworth County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	May	293
Wentworth County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Aug.	561
Westclox Canada Ltd., Peterborough and Electrical Workers (IUE) (AFL-CIO/CLC)	May	281
Westeel-Rosco Ltd., Toronto and Steelworkers (AFL-CIO/CLC)	Aug.	547
Westinghouse Canada Ltd., Hamilton and Electrical Workers (UE) (CLC) (hourly-rated empls.)	Sept.	634
Westinghouse Canada Ltd., Hamilton and Electrical Workers (UE) (CLC) (office and clerical empls.)	Dec.	855
Westinghouse Canada Ltd., London and Electrical Workers (UE) (CLC)	May	278
Weyerhaeuser Canada Ltd., Sault Ste. Marie and Woodworkers (AFL-CIO/CLC)	Mar.	117
Willroy Mines Ltd. (Macassa Div.), Kirkland Lake and Steelworkers (AFL-CIO/CLC)	Jan.	30
Winchester-Western (Canada) Ltd., Cobourg and Machinists (AFL-CIO/CLC)	Oct.	714
Windsor City Board of Commissioners of Police and Police Assn. (Ind.) (Unit A)	Mar.	154
Windsor City Board of Education and CUPE (CLC)	Aug.	584
Windsor City Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	June	398
Windsor City Corp. and CUPE (CLC) (inside empls.)	Sept.	675
Windsor City Corp. and Fire Fighters (AFL-CIO/CLC)	May	304
Windsor City Corp. (Public Works, Parks and Recreation Depts.) and CUPE (CLC)	Aug.	573
Windsor Heavy Construction Assn. and Teamsters (Ind.), Labourers (AFL-CIO/CLC) and Intl. Operating Engineers (AFL-CIO/CLC)	Apr.	239
Windsor Raceway Holdings Ltd. and Service Employees (AFL-CIO/CLC) (mutuel empls.)	Jan.	25
Windsor Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Jan.	23

<u>EMPLOYER AND UNION</u>	<u>ISSUE</u>	<u>PAGE</u>
Windsor Utilities Commission and Electrical Workers (IBEW) (AFL-CIO/CLC)	Aug.	560
Windsor Western Hospital Centre, Inc. (I.O.D.E. Unit) and Service Employees (AFL-CIO/CLC) (General Unit)	July	483
Women's College Hospital, Toronto and Ont. Nurses' Assn. (Ind.) (nurses, full-time and four-tour)	Apr.	223
John Wood Ltd., Toronto Plant and Auto Workers (CLC)	Mar.	121
Harvey Woods Ltd. (Underwear and Hosiery Divs.), Woodstock and Kroy Unshrinkable Wools Ltd. (a subsidiary of Harvey Woods), Toronto and Clothing and Textile Workers (AFL-CIO/CLC)	Oct.	706
Workmen's Compensation Board, province-wide and CUPE (CLC) (rehabilitation workers, clerks, registered nurses, etc.)	Oct.	744
Xerox of Canada Ltd., Manufacturing and Distribution Centre, Mississauga and Clothing and Textile Workers (AFL-CIO/CLC)	Jan.	31
York Borough Board of Education and CUPE (CLC)	June	399
York Borough Corp. (Works and Parks and Recreation Depts.) and CUPE (CLC)	Sept.	676
York County Board of Education and CUPE (CLC) (office, clerical and technical empls.)	July	497
York County Board of Education and CUPE (CLC) (service and maintenance empls.)	Mar.	138
York County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Mar.	139
York Region Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. (Ind.)	June	400
York Regional Board of Commissioners of Police and Police Assn. (Ind.)	May	304
York Regional Municipality (Office, Clerical, Technical, Engineering Maintenance and Land Div.) and CUPE (CLC)	May	305
York University, Downsview and CUPE (CLC) (maintenance, services and plant operations)	Apr.	217
York University, Downsview and Faculty Assn. (Ind.)	Dec.	874
York University, Downsview and Graduate Assistants' Assn. (Ind.) Unit 1 - Full-time Graduate Students; Unit 2 - Non-Students (part-time teachers, demonstrators, tutors and markers)	Jan.	24
York University, Downsview and Graduate Assistants' Assn. (Ind.) Unit 1 - Full-time Graduate Students; Unit 2 - Non-Students (part-time teachers, demonstrators, tutors and markers)	Oct.	736
York University, Downsview and Staff Assn. (CCU) (secretarial, clerical and technical empls.)	Oct.	736

<u>EMPLOYER AND UNION</u>	<u>ISSUE</u>	<u>PAGE</u>
Windsor Utilities Commission and Electrical Workers (IBEW) (AFL-CIO/CLC)	Aug.	560
Windsor Western Hospital Centre, Inc. (I.O.D.E. Unit) and Service Employees (AFL-CIO/CLC) (General Unit)	July	483
Women's College Hospital, Toronto and Ont. Nurses' Assn. (Ind.) (nurses, full-time and four-tour)	Apr.	223
John Wood Ltd., Toronto Plant and Auto Workers (CLC)	Mar.	121
Harvey Woods Ltd. (Underwear and Hosiery Divs.), Woodstock and Kroy Unshrinkable Wools Ltd. (a subsidiary of Harvey Woods), Toronto and Clothing and Textile Workers (AFL-CIO/CLC)	Oct.	706
Workmen's Compensation Board, province-wide and CUPE (CLC) (rehabilitation workers, clerks, registered nurses, etc.)	Oct.	744
Xerox of Canada Ltd., Manufacturing and Distribution Centre, Mississauga and Clothing and Textile Workers (AFL-CIO/CLC)	Jan.	31
York Borough Board of Education and CUPE (CLC)	June	399
York Borough Corp. (Works and Parks and Recreation Depts.) and CUPE (CLC)	Sept.	676
York County Board of Education and CUPE (CLC) (office, clerical and technical empls.)	July	497
York County Board of Education and CUPE (CLC) (service and maintenance empls.)	Mar.	138
York County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Mar.	139
York Region Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. (Ind.)	June	400
York Regional Board of Commissioners of Police and Police Assn. (Ind.)	May	304
York Regional Municipality (Office, Clerical, Technical, Engineering Maintenance and Land Div.) and CUPE (CLC)	May	305
York University, Downsview and CUPE (CLC) (maintenance, services and plant operations)	Apr.	217
York University, Downsview and Faculty Assn. (Ind.)	Dec.	874
York University, Downsview and Graduate Assistants' Assn. (Ind.) Unit 1 - Full-time Graduate Students; Unit 2 - Non-Students (part-time teachers, demonstrators, tutors and markers)	Jan.	24
York University, Downsview and Graduate Assistants' Assn. (Ind.) Unit 1 - Full-time Graduate Students; Unit 2 - Non-Students (part-time teachers, demonstrators, tutors and markers)	Oct.	736
York University, Downsview and Staff Assn. (CCU) (secretarial, clerical and technical empls.)	Oct.	736

BINDING SECT. MAR 15 1982



3 1761 11468 706 4